

THE FRANKLIN COUNTY BOARD OF SUPERVISORS HELD THEIR REGULAR MONTHLY MEETING ON TUESDAY, MARCH 15, 2016 AT 1:30 P.M., IN THE BOARD OF SUPERVISORS MEETING ROOM LOCATED IN THE GOVERNMENT CENTER, 1255 FRANKLIN STREET, SUITE 104, ROCKY MOUNT, VIRGINIA.

THERE WERE PRESENT: Cline Brubaker, Chairman
Charles Wagner, Vice-Chairman
Bob Camicia
Ronnie Thompson
Leland Mitchell
Tommy Cundiff
Tim Tatum

OTHERS PRESENT: Brent Robertson, County Administrator
Christopher Whitlow, Deputy Co. Administrator
B. J. Jefferson, County Attorney
Sharon K. Tudor, MMC, Clerk

Cline Brubaker, Chairman, called the meeting to order.

Invocation was given by Supervisor Charles Wagner.

Pledge of Allegiance was led by Supervisor Bob Camicia.

PUBLIC COMMENT:

❖ Felicia Fischell - Water Quality - Smith Mountain Lake

Gentlemen, I'm Felicia Fischell, Franklin County taxpayer since 2005. I humbly thank you for the chance to say something important to you about water.

I'm passionate about water! It's a precious resource that has become scarcer and less clean in just the span of my lifetime. When I grew up, we didn't buy water. It was free. Not so, today. Consider the Hoover Dam, the California draught water shortage and the travesty in Flint.

Here in Franklin County our mountain stream waters run clear; Franklin County is progressive in that we are stewards of Smith Mountain Lake. Protecting Rocky Mount's drinking water is important to **EVERY** resident in our county.

I can remember in 2005 after a full eight days of rain how the ENTIRE channel above R-47 on the lake was blocked by debris washed off shores from Roanoke upriver! I wish I could show you the pictures in my mind: coolers, lawn chairs, soccer balls, toys, dolls, bottles, cans, food wrappers, tires, tree limbs and branches, garbage bags, stinky dead fish and slime! All the way across the wide channel there was absolutely no passage even for the little PWC I was riding. I was just above Vicki Gardner's home.

Looking at some of the pictures I've seen of other pipelines crossing tributaries, I can just imagine the unseen pollutants and other vegetative defoliates as well as human garbage and construction debris that will wind up in our lake making our recreation more hazardous as well as disgusting! **PLEASE** be alarmed at this thought when thinking of the water that supplies the hospital in Rocky Mount, the Courthouse, the High School, Franklin Rehab!

When I learned the proposed MVP would cross tributaries to SML 140 times I became alarmed. I am now deeply concerned! Franklin County needs to attract those progressive-minded businesses that use renewable sources of energy; Energy sources that draw from the sun and air without disrupting the earth and water that make Franklin County residents live so much in harmony with its eco-system.

Recently I installed a therapy pool cantilevered off the cement slab under my deck. Beyond the slab there's a hole that is 3 feet deep in the ground. It surrounds the "bow" of the therapy pool which also has 3 feet above the ground. I tell you this because it was critical to the installation of the pool that my hole be dug by hand to be certain to preserve the integrity of the ground wall surrounding the deepest part of the pool. That suggests to me that the integrity of each stream and creek crossing needs to be judiciously guarded.

Franklin County residents and public officials need to work together to create a comprehensive monitoring plan to protect our waters. Norman Bay's recently published statement that (the Regulatory) "Commission does not direct the development of the natural gas industry's infrastructure..." infers that it is local government's job to regulate the implementation of a pipeline. SMLA's December letter to FERC has some significant points to address.

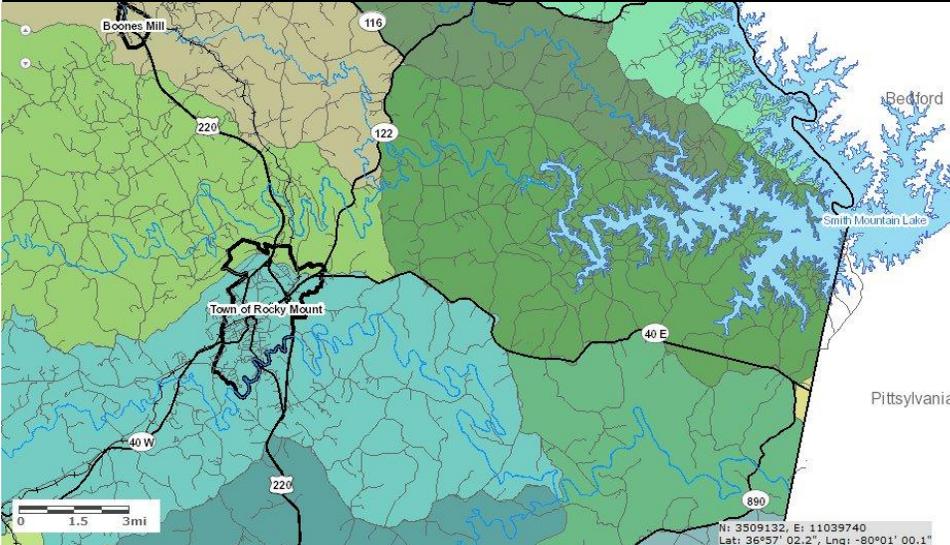
Gentlemen, my standing here today proves you were listening to your constituents at that January public hearing. Let us grow this dialog to first establish with MVP and FERC our Franklin County position against the excessive water body crossings. There are many issues at stake here; I think our precious resource, water, needs to be our first priority!

"A good political leader... is one who seizes the moment of openness and pragmatism. A good political leader ALWAYS opts to initiate processes..." I know you want to preserve the splendor and natural beauty of our little corner of this great country. I also feel confident that each one of you truly wants to represent your district's best interests. Where water is concerned, all seven districts are affected. Let's start working together here! Thank you!

Presentation to Franklin County Board of Supervisors

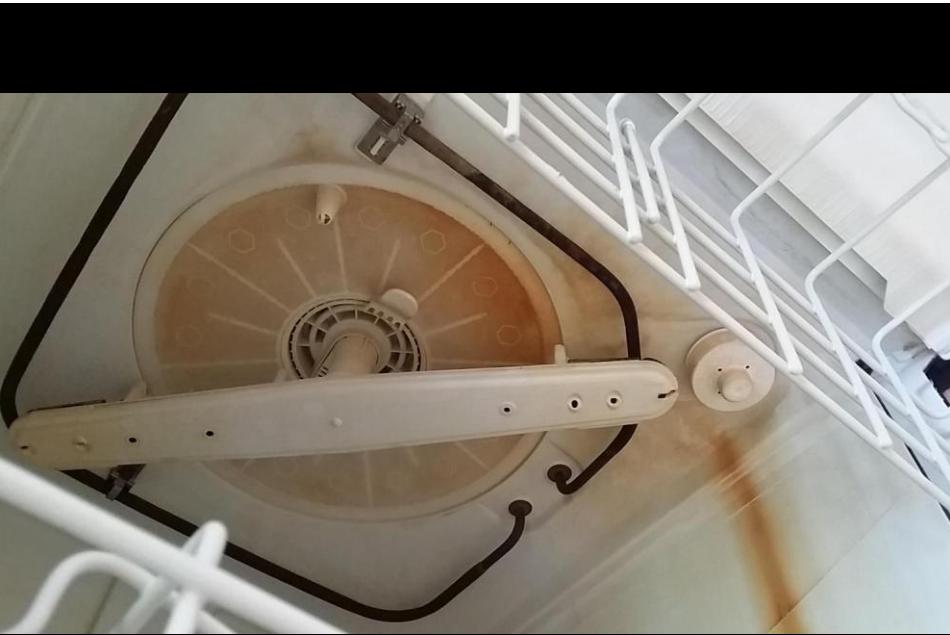
Felecia Fischell
ihcgsm@gmail.com
March 15, 2016





SML Watershed







ACTION

**Use your Intervener Status to tell
FERC to deny the MVP Project**

❖ Rev. Vandel Muse - Shared with the Board a plea for another Exit off Diamond Avenue and was before the Board making another request. Rev. Muse stated once you go over the railroad tracks there is only one entrance and exit to the area off of Diamond Avenue

Extension. Rev. Muse thanked the Board for the flooding correction improvement process the County/Town took.

Rev. Muse stated he had a petition of over 200 names requesting a much needed project to allow a second entrance into the Diamond Avenue Extension.

Charles Wagner, Rocky Mount District Supervisor, stated this has been an ongoing project and requested County Administrator Brent Robertson to forward a letter of request for assistance from VDOT & State/Federal Agencies to seek assistance.

(RESOLUTION #04-03-2016)

BE IT THEREFORE RESOLVED, by the Board of Supervisors to have the County Administrator forward a letter to VDOT and to State/Federal Officials to request assistance to address an additional egress and ingress across the tracks on Diamond Extension, in Rocky Mount.

MOTION BY: Charles Wagner

SECONDED BY: Ronnie Thompson

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Mitchell, Thompson, Wagner, Cundiff, Camicia, Tatum & Brubaker

CONSENT AGENDA

APPROVAL OF ACCOUNTS PAYABLE LISTING, APPROPRIATIONS, TRANSFERS & MINUTES FOR – FEBRUARAY 17 & MARCH 1, 2016

APPROPRIATIONS

<u>DEPARTMENT</u>	<u>PURPOSE</u>	<u>ACCOUNT</u>	<u>AMOUNT</u>
Clerk of Court	Part Time Reimbursement	2106- 51003	\$1,073
Family Resources	Additional Grant Funds for Security	5310- 57001	\$7,536
	System Replacement		
Library	Book Sales, Donations	7301- 55411	\$210
	Total		\$8,819
Transfers Between Funds, Departments or Capital Accounts			(Decrease), Increase
None			
	Total Transfers		\$0

MARCH - RED CROSS MONTH

A PROCLAMATION

March is American Red Cross Month - a special time to recognize and thank our heroes – those who volunteer, donate blood, take life-saving courses or provide financial donations to support an organization whose mission is to help those in need.

We would like to remember those who help all of us here in Franklin County by giving their time to help their neighbor, and thank our heroes – our volunteers, blood donors, class takers and financial supporters who help us assist those in need.

In Franklin County the Red Cross works tirelessly through its **400** employees and **375** volunteers to help when disaster strikes, when someone needs life-saving blood, or the comfort of a helping hand. It provides 24-hour support to members of the military, veterans and their families, and provides training in CPR, aquatics safety, and first aid.

Across the country, the American Red Cross responds to nearly 70,000 disasters a year. It provides some 400,000 services to military members, veterans and civilians, collects and distributes about 40 percent of the nation’s blood supply and trains more than seven million people in first aid, water safety and other life-saving skills every year.

Our community depends on the American Red Cross, which relies on donations of time, money and blood to fulfill its humanitarian mission. Despite these challenging economic times, the American Red Cross continues to offer help and comfort to those in need.

NOW, THEREFORE, We, the Franklin County Board of Supervisors by virtue of the authority vested in me by the Constitution and laws of Franklin County and Virginia, do hereby proclaim March 2016 as American Red Cross Month. We encourage all Americans to support this organization and its noble humanitarian mission.

IN WITNESS WHEREOF, We have hereunto set my hand this 15th day of March, in the year of our Lord two thousand sixteen, and of the Franklin County Board of Supervisors in the Commonwealth of Virginia.

Sharon K. Tudor, MMC
Clerk
Franklin County Board of Supervisors
March 15, 2016

VIRGINIA COMMISSION FOR ARTS GRANT

The Virginia Commission for the Arts annually offers a Local Challenge Grant to communities to disburse to local arts organizations. This grant must be matched at least dollar-for-dollar in County budget contributions to the same organization that receives the VCA grant funds. For a number of years, the County has applied for and received a grant for the work done at the Blue Ridge Institute in Ferrum and has then turned these funds over to the BRI for marketing and other purposes. The match for these funds would come from existing tourism/economic development funding.

Staff feels that the receipt of the grant has been beneficial to the community in the past and can be matched by already appropriated funding from the County's operational budget. For this reason, staff recommends applying for a \$2,500 grant from the Virginia Commission for the Arts. Staff also recommends forwarding this grant, if received, to the Blue Ridge Institute for marketing and other purposes. The grant application is due on April 1, 2016.

RECOMMENDATION:

Staff respectfully requests approval from the Board to proceed with a grant request in the amount of \$2,500 and, if awarded, to forward the grant funding and local match to the Blue Ridge Institute.

WITHDRAWAL OF FRANK R. ERHARTIC'S 2016 DANCE HALL APPLICATION

FREJEN ENTERPRISES, LLC

DBA SOUTHERN TWIST RESTURANT

Sharon K Tudor
1255 Franklin St.
Rocky Mount, VA 24151

March 4, 2016

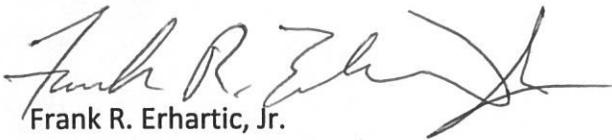
Dear Sharon,

I would like to withdraw our application for a dance hall permit and the application to change the use of the building at 8160 Franklin St from a less restrictive use. It comes to my attention that we do not need a dance hall permit or any permit to run a nightclub in Franklin County. We also do not need to change the use of the building as a restaurant and a nightclub falls under the same usage.

I appreciate the feedback of the Board and everyone involved. It is my goal to run the nightclub with as few incidences as possible and to make it a safe and fun place for all. We have been in business as a restaurant for almost a year now without any major incidences.

If you have any questions, please do not hesitate to call me at 540-346-4663.

Sincerely,



Frank R. Erhartic, Jr.
General Manager, Owner

8160 Franklin Street, Ferrum VA 24088

540-346-4663

DECLARATION OF SURPLUS PROPERTY

In keeping with County Policy, the Board of Supervisors is requested to officially declare all property which is taken out of routine service as "surplus." After this designation, a listing is made available for review among all County Departments in an effort to determine whether any surplus items may be re-assigned. All remaining items are usually offered for sale at public auction.

On a regular basis items such as desks, file cabinets, tables, shelving, etc., is removed from use. Most often the items have worn out and/or replaced due to renovations and changes within office arrangements.

Currently, the County has limited storage area for such items and we have not "purged" surplus for some time.

RECOMMENDATIONS:

Staff requests that the Board of Supervisors declare the submitted items as surplus. Items will first be offered to other County Departments. All remaining items will be sold at public auction. This Spring's auction will be Saturday, April 30, 2016 at the School Bus Garage area. It should

be noted that County employees and their immediate families ARE NOT allowed to bid on such items.

Surplus Items - April 2016

- (10) 2x4 drop in lights
- (4) desks & miscellaneous office chairs & miscellaneous tables
- (12) used doors
- (4) CD - bookcases - revolving
- (1) rolling ladder - 4'
- (1) television cabinets, printers, typewriters, cameras, etc.
- (1) lamp
- (2) filing cabinets - fireproof
- (1) large whiteboard on rollers & miscellaneous door hardware
- (1) 2-drawer filing cabinet
- (1) child's table & 2 chairs & bookshelves
- (2) bicycles
- (1) bench
- revolving bookcases
- fabric modular office sections
- other miscellaneous items
- *****

GOVERNMENTAL PURCHASING MONTH



CERTIFICATE of RECOGNITION

By virtue of the authority vested by the Constitution of Virginia in the Governor of the Commonwealth of Virginia, there is hereby officially recognized:

GOVERNMENTAL PURCHASING MONTH

WHEREAS, the Virginia Association of Governmental Purchasing (VAGP) is the largest chapter of the National Institute of Governmental Purchasing, with approximately 1,100 procurement professionals employed by nearly 350 public entities in the Commonwealth of Virginia; and

WHEREAS, the VAGP membership is comprised of cities, counties, towns, state agencies, colleges, universities, public schools, hospitals, political subdivisions, authorities and community services boards throughout Virginia; and

WHEREAS, the Capital Area Purchasing Association, also a large chapter of the National Institute of Governmental Purchasing, represents approximately 250 professional public purchasers from more than 55 public entities in the Virginia Capital Region; and

WHEREAS, purchasing and materials management professionals work diligently to establish and maintain ethical standards in buying and selling in order to make procurement methods more efficient and to promote professionalism in public purchasing; and

WHEREAS, the purchasing and materials management professions engage in, or have direct responsibility for, executing, implementing and administering contracts, developing forecasts and procurement strategies, supervising and monitoring the flow and storage of materials, and developing working relationships with suppliers; and

WHEREAS, governmental purchasing professionals contribute positively to our Commonwealth's public agencies and services by improving purchasing methods and practices and by using new technology to increase efficiency and improve processes;

NOW, THEREFORE, I, Terence R. McAuliffe, do hereby recognize March 2016 as **GOVERNMENTAL PURCHASING MONTH** in our **COMMONWEALTH OF VIRGINIA**, and I call this observance to the attention of all our citizens.

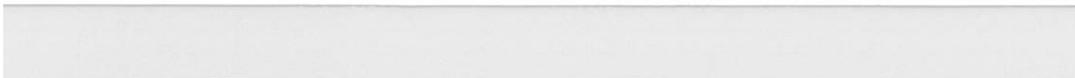




Governor



Secretary of the Commonwealth



(RESOLUTION #05-03-2016)

BE IT THEREFORE RESOLVED, by the Board of Supervisors to approve the consent agenda items as presented above.

MOTION BY: Charles Wagner

SECONDED BY: Tim Tatum

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Mitchell, Thompson, Wagner, Cundiff, Camicia, Tatum & Brubaker

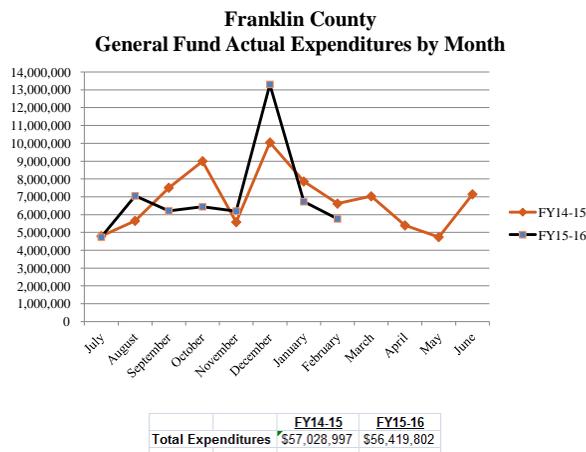
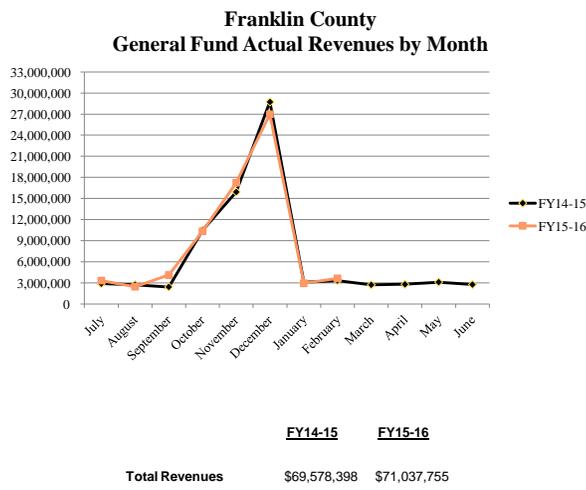
MONTHLY FINANCIAL REPORT

Vincent Copenhaver, Director of Finance, presented the following financial PowerPoint presentation:



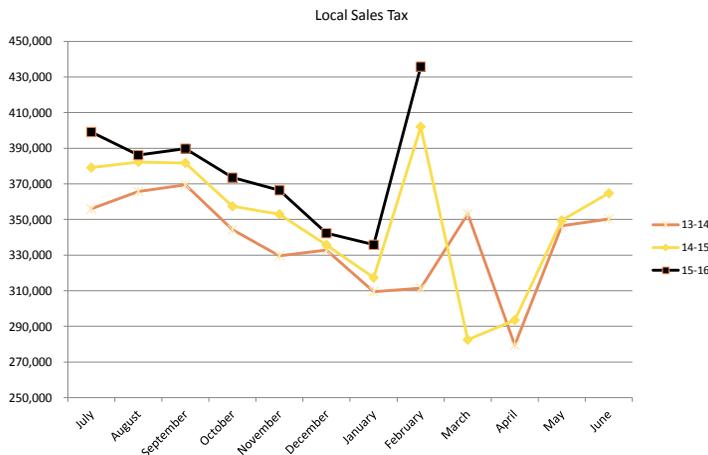
Finance Report

March 15, 2016





Franklin County General Fund Cash Balance (in Million of Dollars, as of Month-End)					
	FY11-12	FY12-13	FY13-14	FY14-15	FY15-16
July	13.2	16.0	16.1	13.9	14.1
August	12.3	15.4	12.3	10.9	9.2
September	8.1	10.3	10.8	6.0	6.9
October	12.5	5.8	12.6	7.3	10.9
November	22.8	18.7	23.5	17.8	21.9
December	34.8	38.1	36.3	32.8	35.7
January	31.2	34.6	32.1	31.7	31.8
February	27.2	30.8	28.9	28.4	29.6
March	24.7	28.9	25.5	24.1	
April	24.1	26.4	20.9	21.5	
May	21.5	23.0	18.3	19.8	
June	17.6	18.5	15.9	16.6	
Policy would require we maintain a balance of \$13.4 million on hand at June 30					



WESTLAKE-HALESFORD VILLAGE PLAN CITIZEN'S ADVISORY COMMITTEE

Steven Sandy, Director of Planning & Community Development, introduced Lori Smith, Member of the Westlake-Halesford Citizens Advisory Committee. Lori Smith, shared with the Board the 2007 Franklin County Comprehensive Plan encourages village or area plans be developed for various residential and commercial nodes. Such areas are noted in the Comprehensive Plan, whereby an initial village plan was developed and later adopted for the Union Hall area of the County. The 2007 Comprehensive Plan also lists the Westlake area as an unincorporated town and the Hales Ford bridge area at Smith Mountain Lake as a village. Facilitated by Gills Creek Supervisor, Bob Camicia and Planning Commissioner, Jim Colby an advisory committee was established in January 2014 to review the Westlake – Hales Ford Area (WHFA) and to make recommendations for the future of this area. This committee is comprised of realtors, business owners, and property owners. The advisory group has created a report that is a culmination of two years of monthly meetings and discussions, consultation with subject-matter professionals, close dialogue with the business community, numerous discussions with citizens and small interest groups and three public meetings.

Due to the close proximity and interconnections within the area, the advisory committee suggested the Westlake and Hales Ford planning effort should be combined into one plan. In addition, the advisory committee determined the boundary for the Westlake – Hales Ford Planning Area (WHPA) would best coincide with the Western Virginia Water Authority Westlake Study Area for wastewater established by the Board of Supervisors. Lorie Smith of the Westlake-Hales Ford advisory committee is at today's Board meeting to present a report.

The advisory report is made up of the following categories: (See advisory report submitted)

- Background
- Planning Concerns and Challenges
- Themes for the Future WHPA Plan
- Recommended Strategies

RECOMMENDATION:

Westlake – Hales Ford Advisory Committee members and staff respectfully requests the Board of Supervisors to acknowledge the many hours of effort the advisory committee and citizens have invested in the development of this report and accept the report from the Advisory Committee. In addition, the Advisory Committee members request the Board of Supervisors direct the Planning Commission members and staff to use this information to prepare the Westlake Hales Ford Community Plan (WHCP) that will guide future planning decisions in the Westlake – Hales Ford Area (WHFA). The Planning Commission will work on the plan development and later submit to the Board for consideration. .

Westlake/Hales Ford Planning Area Report & Recommendations

from

Gills Creek Planning Commissioner
and
Westlake/Hales Ford Advisory Committee

March 8, 2016

What is History of Town/Village Plans and

- Identified in 2007 Comprehensive Plan – Local Needs, Input and Plans for 7 Villages and 4 Town areas
- The Village Plans are an expression of Public’s and Government’s Views of the Future Use of Land in an Area and Issues that Need to be Addressed in the Area
- First Village Plan was Union Hall - primarily a Roads and Interconnections Plan due to limited Development
- The Westlake/Hales Ford Plan will be the first in a partially Developed Area with Large Investments in Place
- Due to the Commonality of Users and Economic Drivers – Westlake Town Plan and Hales Ford Village Plans were combined in 2014 acknowledging
 - Westlake/Hales Ford being “like” areas
 - Areas are contiguous

What is History of Town/Village Plans (continued)

- Opportunities for similar planning principles
- Recipients of the same tourist base

ADVISORY COMMITTEE

- An Advisory Committee (10 people) that represents the community was Appointed to work with the District Planning Commissioner & County Planning Staff to give the input;
 - Citizens, Long & Short Time
 - Businessmen
 - Large Land Owners
 - Lake Area Developers & Real Estate Representatives

Westlake/Hales Ford Advisory Committee

- | | |
|--|---|
| • Adam Lynch – SMLRCC & Real Estate | • Randy Hodges – Contractor & Land Owner |
| • Bruce Shelton – Businessman | • Ron Willard II – Developer & Businessman & Land Owner |
| • Carla Whitfield – BTW Superintendent | • Wayne Burris – Real Estate & Land Owner |
| • Ginny Moorman Gotlieb – Land Owner | • SUPPORT: |
| • Kelvin Bowles – Citizen | • Neil Holthouser, Lisa Cooper & Steve Sandy |
| • Lorie Smith – Citizen | • Jim Colby & Bob Camicia |
| • Mary Lou McDonald – Real Estate | |

What are our intentions?

- To NOT take away any business zoning
- To acknowledge that use of new zoning categories will not necessitate a change in current land use
- To provide recommendations that will lay a foundation for completion of the Land Use Plan

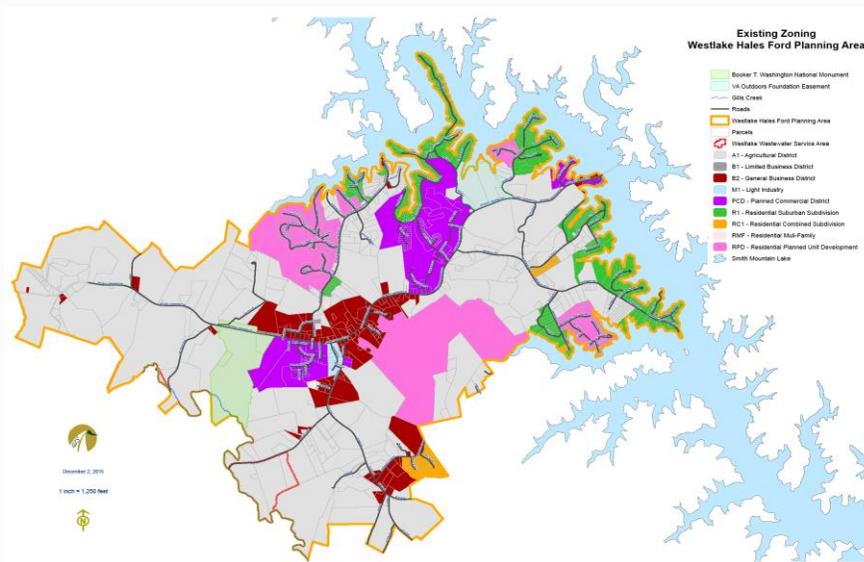
WHAT WE KNOW

- The Lake Areas represent 60% of Real Estate Tax Base and are not growing – Protect and stimulate this tax base through managed growth strategies.
- Westlake/Hales Ford area hasn't kept up with movements in "Soft Infrastructure" that other retiree focused areas have.

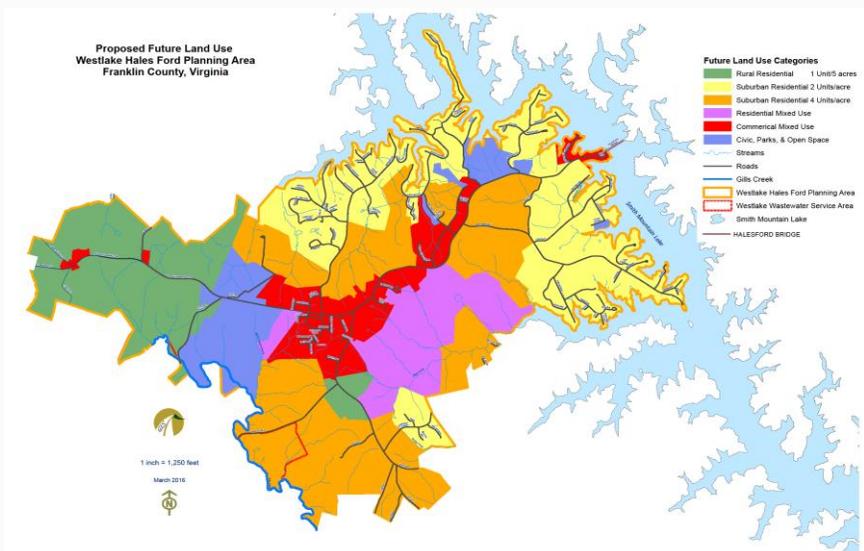
CURRENT ZONING AND PROPOSED FUTURE LAND USE CATEGORIES

Current Land Use Designations

- “The Zoning Ordinance of Franklin County is intended to promote the health, safety and general welfare of the public, and to implement the adopted comprehensive plan for the orderly and controlled development of the county.”
- The **Planning Area** is a mixture of potential uses not intended for a “Town-Like” or “Suburban-Like” environment
- **Agricultural Zone** is very broad and is a Rural Zoning Classification, not Suburban.
- Within the Planning Area, over 50% is zoned Agricultural



Lisa Cooper, Senior Planner, shared with the Board the following Proposed Future Land Use Westlake Hales Ford Planning Area Franklin County, Virginia:



WESTLAKE/HALES FORD ADVISORY COMMITTEE RECOMMENDATIONS

Recommended Strategies

- Adopt new Land Use proposal and review Suburban Zoning partially developed for implementation
- Improve Safety of Transportation on Rt 122 and ensure better internal circulation
- Help develop and support a vibrant retirement, business and tourism community
- Instill a sense of “We are in Competition for the Retirement Market” throughout the County and Community
- Expand recreational opportunities for ALL age groups – Mature Adults – RAC and Community
- The Community needs to develop and operate a local multi-purpose center

Recommended Strategies

- Develop a comprehensive strategy to jointly protect & market the area cultural and historic resources, with the community, the Chamber, BTW National Monument and County
- Work with Western Virginia Water Authority to provide broader sewage and water services
- Encourage housing planning for younger workers, mid-life workers and retirees
- Update Westlake Signage Ordinance

Next Steps

- Present to Planning Commission & Staff
- Present Recommendations to Board of Supervisors for further direction to the Planning Commission
- Planning Commission to prepare Final Plan with Recommendations - Hold Public Hearing and forward to Board of Supervisors with any needed changes
- Board of Supervisors to Conduct Public Hearing, modify and/or Vote to Approve Final Plan

QUESTIONS?

Lorie Smith stated she was happy to report the Smith Mountain Chamber of Commerce has adopted the aforementioned plan as presented.

General discussion ensued.

Steven Sandy, requested the Board to forward the submitted Westlake-Halesford Village Committee Report to the Planning Commission. .

(RESOLUTION #06-03-2016)

BE IT THEREFORE RESOLVED, by the Board of Supervisors to send the submitted Westlake-Halesford Village Advisory Report to the Planning Commission for consideration as part of the Planning Commission's effort to draft the Westlake-Halesford Village Plan, whereby such plan will be brought back to the Board of Supervisors for consideration for the required public hearings accordingly.

MOTION BY: Bob Camicia

SECONDED BY: Tim Tatum

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Mitchell, Thompson, Wagner, Cundiff, Camicia, Tatum & Brubaker

FY'17 PLANNING DISTRICT COMMISSION REQUESTED PROJECTS

Steve Sandy, Director of Planning & Community Development, highlighted for the Board that each year the County's respective Planning District Commissions (West Piedmont PDC (WPPDC) and Roanoke Valley Alleghany Regional PDC RVARC)) prepare their work programs for the next fiscal year. The PDC work plans include ongoing technical assistance, such as demographics, mapping, and intergovernmental reviews. In addition, the PDC work plans include

larger regional projects, such as the CEDS (Comprehensive Economic Development Strategy) submittal, Rural Transportation Plan, Hazard Mitigation Plan, and the Regional Water Supply Plan. While the majority of the PDC annual work plans include the larger regional projects, the PDC's also take on various localized projects as time and staffing resources allow. This process includes project submittals to the PDC work program committees for consideration. However, there is no guarantee specific local project(s) will be worked into the PDC work program.

County staff has submitted a list of potential projects for next fiscal year's PDC work program. In addition, staff has made requests for regional component projects to be considered separately from local work program items. (See attachment to executive summary)

RECOMMENDATION:

Staff respectfully requests the support of the Board of Supervisors for projects submitted for consideration to each PDC's work programs.

PROJECT	DESCRIPTION	PLANNING DISTRICT COMMISSION	PDC'S ROLE
Tourism Fact Sheet	This is a map showing points of interest/recreation activities/facility places/attractions/accommodations/etc. It is a pad w/ tear off sheets (front and back) which are distributed to tourist/visitors in our area.	WPPDC	Lead
Trails/Bike Paths	To continue working on the trails mapping for the entire County, with specific emphasis on, Westlake/Hales Ford and Ferrum areas; also, consider updating the trails plan adopted in 2004 by the Franklin County BoS. A recreational sub-committee has been formed to address recreational needs in the Westlake/Hales Ford area. It may be beneficial for a WPPDC staff member attendance at the sub-committee meetings or by phone.	WPPDC	Lead
Regional Bike Plan	Updating the regional bike plan for the West Piedmont Planning area, including Franklin County.	WPPDC	Lead
Rural Long Range Transportation Plan	Expand upon the potential road inventory of road projects with specific improvements at certain intersections and segments of road. (Possibly will help with future House Bill 2 projects.)	WPPDC	Lead
Wayfinding Signage for Franklin County and Town of Boones Mill	To build on last year's work program for wayfinding signs and build upon what the Town of Rocky Mount has proposed for wayfinding signage within the Town and around various key County intersections and locations. To promote tourism, recreation, and points of interest.	RVARC	Lead
Bedford Train Depot	Region 2000 is involved in a feasibility study for a rail station in the Town of Bedford. Franklin County is requesting technical assistance to investigate the possibility of using the radar bus, Ferrum express, or other transportation to transport individuals to the Lynchburg Rail Station, the proposed Roanoke Rail and Bedford Rail Stations.	RVARC	Technical Assistance
CDBG Planning Grant Primrose Community	County of Franklin is requesting technical assistance for the Town of Boones Mill to perform the environmental and historical assessment as part of the Town of Boones Mill CDBG planning grant for the Primrose Community.	RVARC	Technical Assistance

Franklin County local projects with a regional component to be considered separately from other local projects work programs.			
To connect Franklin County trails to the Roanoke Greenway or Explore Park.	County is interested in connecting to Roanoke Greenways in future planning efforts. Franklin County would like the Greenway Commission to consider connections to Franklin County in upcoming Greenway planning efforts.	RVARC	Rural Transportation Planning Work Program
Water Transportation on Smith Mountain Lake	To explore the feasibility of a type of water taxi or other public transportation, to transport individuals to different parts of Smith Mountain Lake.	RVARC	Rural Transportation Planning Work Program or Technical Assistance

The Board concurred to go forward with the aforementioned requested projects, as presented.

EQUESTRIAN RIDING RING

Patricia Wray, Franklin County Equestrian Club, advised the Board the Franklin County Equestrian Club (FCEC) has been an active organization since 2010 and represents approximately 100 members. This club was recently recognized for their efforts by being named the “Equestrian Club of the Year” from the Virginia Horse Council. The FCEC club has offered numerous horse shows and clinics in the County and has successfully worked with the Parks and Recreation Department to offer competitive trail rides at Waid Park.

The FCEC has been an active member of the County Fair Committee since its creation. During various Fair Committee meetings, the thought of a possible area for future fair equestrian events has been mentioned. Subsequently, a couple members of the FCEC began to investigate the idea of working to create an equestrian and livestock arena at the Recreational Park to enhance the fair. This idea of a proposed arena is that it could be used not only for equestrian events but also for other purposes such as livestock shows. The FCEC initially explored with Parks & Recreation staff a possible location within the current fair grounds to construct such an arena, but unfortunately due to the topography and space requirements a reasonable location could not be found.

Rather, a location on the North side of Sontag Road across from the Franklin County Recreation Park (see map) was identified as a possible site to further explore that could reasonably accommodate such an arena. The FCEC spoke with the Virginia Department of Transportation (VDOT) about this specific site, whereby VDOT notes it will require a commercial entrance permit to access this possible site. While VDOT has grandfathered special event parking at this site, they are requiring that a commercial entrance permit be issued if the site is used for another purpose such as a proposed arena. The FCEC has spoken with an engineering firm and the estimated cost for completing the VDOT’s required permit application is between \$1,000 and \$5,000. This cost does not include any changes to the entrance that may or may not be required by VDOT.

The FCEC presented this proposal to the Recreation Advisory Commission (RAC) last April and asked for their support. The RAC voted unanimously in support of the FCEC’s efforts in building an arena at the proposed, Sontag location.

The FCEC is offering to provide funding for the initial construction of an arena for equestrian and livestock events with donated funds and in-kind support at no direct cost to the County. The FCEC is concerned about costs related to accessing the site (i.e. VDOT commercial entrance permit application / subsequent required improvements such as a turn lane) and is looking for the Sontag arena concept support and any guidance from the Board before proceeding further.

As this project idea is in the early stage of exploration, County staff has not discussed project specifics (i.e. lease of County land; use, management, maintenance of arena area; construction; etc.)

RECOMMENDATION

The Franklin County Equestrian Club is requesting guidance and input from the Board on the consideration of the proposed Sontag site for an equestrian and livestock arena before further exploring such a project.



Brian Casella, Area Land Use Engineer, VDOT, advised the Board an impact traffic study would be conducted for the proposed equestrian riding ring.

(RESOLUTION #07-03-2016)

BE IT THEREFORE RESOLVED, by the Board of Supervisors to support the proposal, as presented and to authorize up to \$5,000 for engineering and permit application fees regarding any required commercial entrance permit off of 619 to proposed site for the 175' x 225' Equestrian Ring.

MOTION BY: Bob Camicia

SECONDED BY: Ronnie Thompson

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Mitchell, Thompson, Wagner, Cundiff, Camicia, Tatum & Brubaker

EMPLOYEE HEALTH INSURANCE

Kerry Smith, Wells Fargo Insurance Services, shared with the Board the following PowerPoint presentation regarding employee health insurance renewal:



Franklin County

March 15, 2016

2016 – Board Meeting



Review of Goals and Objectives – Short Term

	Short Term Goals (Current Year)	Mid Term Goals (Years 2-3)	Long Term Goals (Years 4-5)
Plan Design	<ul style="list-style-type: none"> ✓ Maintain benefit levels as close to current 	<ul style="list-style-type: none"> • Possibly phase out \$25/\$500 • Consider a High Deductible Plan offering 	<ul style="list-style-type: none"> • Consider a High Deductible Plan offering

	Short Term Goals (Current Year)	Mid Term Goals (Years 2-3)	Long Term Goals (Years 4-5)
Contribution	<ul style="list-style-type: none"> ✓ Review other local contribution structure for employee and dependent 	<ul style="list-style-type: none"> • Need to increase cost of coverage for dependents and maintain/decrease cost for employees 	<ul style="list-style-type: none"> • Move toward defined contribution strategy for benefits

1

Franklin Benefit History

Activity	Accomplishment
FY 2014-15 Renewal	<ul style="list-style-type: none"> • The original Coventry renewal called for an 18% increase. Wells Fargo Insurance negotiated it down to a 14.5% (4.5% of increase due to ACA fees) before it was released to Franklin. • After providing preliminary options, Wells Fargo Insurance went back to Coventry and negotiated the renewal on the current options be reduced further to a 7.7% increase before ACA fees and 12.2% increase overall. • Wells Fargo Insurance negotiated an overall savings of \$187,497 from the initial renewal preparation on the current options on behalf of Franklin County.
FY 2015-16 Renewal	<ul style="list-style-type: none"> • Marketed the medical, vision and FSA plans <ul style="list-style-type: none"> ➢ Changed medical carrier from Coventry/Aetna to Anthem, saving the County an estimated 10% or \$317,121. ➢ Changed vision carrier from UnitedHealthcare to EyeMed, reducing premiums by 30% with a 4-year rate guarantee. ➢ FSA - Discovery Benefits implemented the FSA and COBRA programs with a 5-year rate guarantee. • Dental - Renewed with Delta Dental <ul style="list-style-type: none"> ➢ Renewal began at 12.9% increase and Wells Fargo Insurance negotiated final increase to 10%. ➢ No plan changes were implemented with the exception of implementing the 2015 benefit recommendations with limitation changes to periodontal, sealants, fluoride treatments, crowns, and full mouth and panoramic x-rays.

2

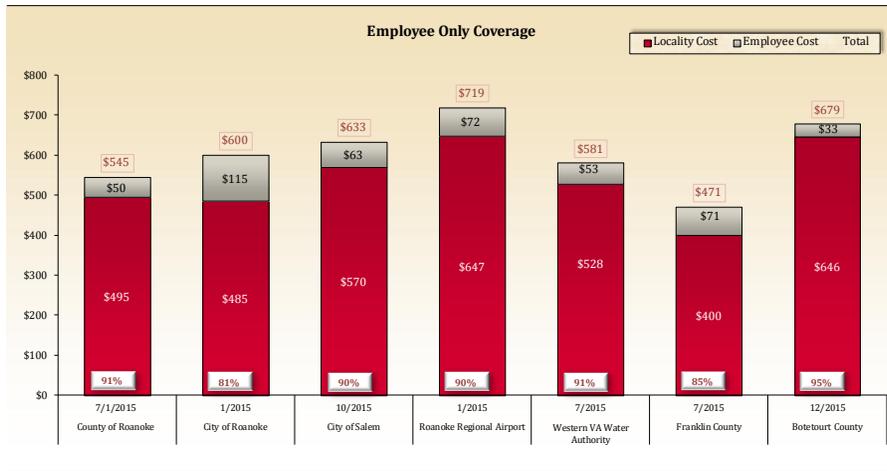
Franklin Benefit Renewal Overview July 2016-17

Benefit	Overview
Medical	<ul style="list-style-type: none"> • Wells Fargo Insurance prepared an independent underwriting analysis using claims for the calendar year 2015, which projects a 12.2% increase. • Anthem proposed a 12.6% increase initially. Wells Fargo Insurance negotiated the renewal increase for the current options down to a 9.8% increase which is approximately a savings of \$84,764. • ACA fees impact the cost of the plan by approximately 2%. • The deductible credit that was provided to members when switching from Coventry/Aetna to Anthem impacts the rates. • Wells Fargo Insurance believes this is a fair renewal and Franklin would not find a more competitive offering in the market without procuring the coverage again. • Renewal Option <ul style="list-style-type: none"> ➢ Change the prescription drug from \$10/\$30/\$50/20%-\$200 max to \$15/\$40/\$75/20%-\$200 max on both current plans
Ancillary Benefits	<ul style="list-style-type: none"> • Dental - received renewal from Delta Dental <ul style="list-style-type: none"> ➢ 2.9% increase which equates to a \$6,941 annual increase • All other plans <ul style="list-style-type: none"> ➢ Vision- EyeMed is under rate guarantee until June 30, 2019 ➢ Flexible Spending Account- Moved to Discovery Benefits July 1, 2015 and is under rate guarantee until June 30, 2020 ➢ COBRA- Moved to Discovery Benefits July 1, 2015 and is under rate guarantee until June 30, 2020

3

Benchmarking

Roanoke Area Municipality Comparison
EE Only Coverage

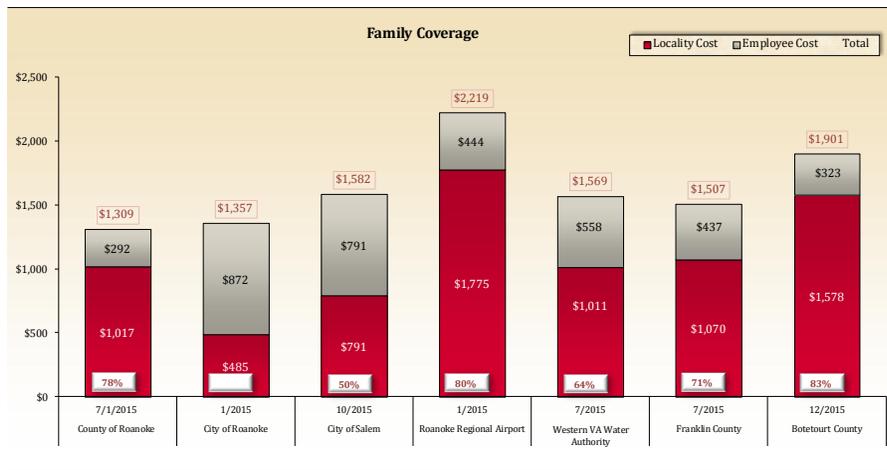


Graph reflects the rates for the locality's most popular plan.

4

Benchmarking

Roanoke Area Municipality Comparison
Family Coverage



Graph reflects the rates for the locality's most popular plan.

5

Medical Premium History

	Current Enrollment	7/1/2013 Coventry	7/1/2014 Coventry	7/1/2015 Anthem	7/1/2016 Anthem ESTIMATED
		POS 25/500		KeyCare 25	
EE Only	40	\$520.64	\$551.38	\$484.23	\$535.07
EE + Child	5	\$796.57	\$827.07	\$726.33	\$802.59
EE + Children	3	\$1,093.34	\$1,185.47	\$1,016.88	\$1,123.65
EE + Spouse	4	\$1,457.79	\$1,157.90	\$1,041.10	\$1,150.42
EE + Family	3	\$1,457.79	\$1,764.43	\$1,549.54	\$1,712.24
		POS 30/1,000		KeyCare 30	
EE Only	101	\$493.81	\$519.08	\$470.80	\$516.47
EE + Child	29	\$755.52	\$778.63	\$706.19	\$774.69
EE + Children	36	\$1,037.00	\$1,116.02	\$988.68	\$1,084.58
EE + Spouse	33	\$1,382.68	\$1,090.07	\$1,012.23	\$1,110.42
EE + Family	52	\$1,382.68	\$1,661.06	\$1,506.57	\$1,652.71
			2.6%	-10.8%	10.1%

Rates are very close

6

Renewal Underwriting Analysis

County of Franklin

Based on Claims Experience: 7/1/2015 - 12/31/2015; \$125k Pooling
Fully-Insured with Anthem

I. Monthly Enrollment	Current 306	Average 300	
	Medical	Rx	Total
II. Projected Claims Related Charges <i>Trended and adjusted for benefits & enrollment</i>	\$ 1,941,816	\$ 731,429	\$ 2,673,246
III. Projected Reinsurance <i>\$125,000 pooling charge</i>			\$ 323,514
IV. Projected Retention <i>Admin fees, network access, risk fee & state premium tax</i>			\$ 306,487
V. Expected Liability prior to ACA Fees			\$ 3,303,246
VI. Projected ACA Fees			\$ 66,692
VII. Expected Liability including ACA Fees			\$ 3,369,938
VIII. Current Estimated Premium			\$ 3,002,790
IX. Expected Increase over Current			12.2%

7

Negotiated Rates on Current Benefits

Enrollment as of January 2016	Enr	7/1/2015 - Anthem			% EE Pays of Total Rate	7/1/2016 - Anthem ESTIMATED RENEWAL			EE Per Pay Period \$ Increase	% EE Pays of Total Rate
		Monthly				Monthly				
		EE	ER	Total		EE	ER	Total		
KeyCare 25										
Employee Only	40	\$145.27	\$338.96	\$484.23	30.0%	\$160.52	\$374.55	\$535.07	\$15.25	30.0%
Employee + Child	5	\$326.85	\$399.48	\$726.33	45.0%	\$361.17	\$441.42	\$802.59	\$34.32	45.0%
Employee + Children	3	\$457.60	\$559.28	\$1,016.88	45.0%	\$505.65	\$618.00	\$1,123.65	\$48.05	45.0%
Employee + Spouse	4	\$468.49	\$572.61	\$1,041.10	45.0%	\$517.68	\$632.74	\$1,150.42	\$49.19	45.0%
Family	2	\$697.29	\$852.25	\$1,549.54	45.0%	\$770.51	\$941.73	\$1,712.24	\$73.22	45.0%
	55									
KeyCare 30										
Employee Only	101	\$70.62	\$400.18	\$470.80	15.0%	\$77.47	\$439.00	\$516.47	\$6.85	15.0%
Employee + Child	29	\$204.80	\$501.39	\$706.19	29.0%	\$224.67	\$550.02	\$774.69	\$19.87	29.0%
Employee + Children	36	\$286.72	\$701.96	\$988.68	29.0%	\$314.53	\$770.05	\$1,084.58	\$27.81	29.0%
Employee + Spouse	33	\$293.55	\$718.68	\$1,012.23	29.0%	\$322.02	\$788.40	\$1,110.42	\$28.47	29.0%
Family	52	\$436.91	\$1,069.66	\$1,506.57	29.0%	\$479.29	\$1,173.42	\$1,652.71	\$42.38	29.0%
	251									
Enrollment Total	306									
Monthly Costs		\$68,584	\$181,649	\$250,233		\$75,339	\$199,446	\$274,784		
Annual Costs		\$823,007	\$2,179,784	\$3,002,790		\$904,063	\$2,393,348	\$3,297,411		
Increase over Current					Annually	\$81,056 9.8%	\$213,564 9.8%	\$294,621 9.8%		

8

Renewal Option – Prescription Drug Change

Rx Copayments Change - from \$10/\$30/\$50/20%-\$200 max to \$15/\$40/\$75/20%-\$200 max on both current plans

(mail order 2.5 times for 90-day supply)

Enrollment as of January 2016	Enr	7/1/2015 - Anthem			% EE Pays of Total Rate	7/1/2016 - Anthem ESTIMATED RENEWAL			EE Per Pay Period \$ Increase	% EE Pays of Total Rate
		Monthly				Monthly				
		EE	ER	Total		EE	ER	Total		
KeyCare 25										
Employee Only	40	\$145.27	\$338.96	\$484.23	30.0%	\$155.39	\$362.56	\$517.95	\$10.12	30.0%
Employee + Child	5	\$326.85	\$399.48	\$726.33	45.0%	\$349.61	\$427.30	\$776.91	\$22.76	45.0%
Employee + Children	3	\$457.60	\$559.28	\$1,016.88	45.0%	\$489.47	\$598.23	\$1,087.70	\$31.87	45.0%
Employee + Spouse	4	\$468.49	\$572.61	\$1,041.10	45.0%	\$501.11	\$612.49	\$1,113.60	\$32.62	45.0%
Family	2	\$697.29	\$852.25	\$1,549.54	45.0%	\$745.85	\$911.60	\$1,657.45	\$48.56	45.0%
	55									
KeyCare 30										
Employee Only	101	\$70.62	\$400.18	\$470.80	15.0%	\$74.99	\$424.95	\$499.94	\$4.37	15.0%
Employee + Child	29	\$204.80	\$501.39	\$706.19	29.0%	\$217.48	\$532.42	\$749.90	\$12.68	29.0%
Employee + Children	36	\$286.72	\$701.96	\$988.68	29.0%	\$304.47	\$745.41	\$1,049.88	\$17.75	29.0%
Employee + Spouse	33	\$293.55	\$718.68	\$1,012.23	29.0%	\$311.72	\$763.16	\$1,074.88	\$18.17	29.0%
Family	52	\$436.91	\$1,069.66	\$1,506.57	29.0%	\$463.95	\$1,135.87	\$1,599.82	\$27.04	29.0%
	251									
Enrollment Total	306									
Monthly Costs		\$68,584	\$181,649	\$250,233		\$72,928	\$193,063	\$265,991		
Annual Costs		\$823,007	\$2,179,784	\$3,002,790		\$875,136	\$2,316,753	\$3,191,890		
Increase over Current					Annually	\$52,130 6.3%	\$136,969 6.3%	\$189,099 6.3%		

9

Current Benefits

	Anthem Current/Renewal	
	KeyCare 25	KeyCare 30
Deductibles & Coinsurance		
Benefit Year Deductible (Ind/Family)	\$500/\$1,000	\$1,000/\$2,000
Coinsurance	20%	20%
Maximum Out-of-Pocket		
Individual	\$4,500	\$5,000
Family	\$9,000	\$10,000
Lifetime Maximum		
	None	None
Inpatient Benefits		
Inpatient Hospital Stay	20% After Deductible	20% After Deductible
Outpatient Benefit		
Physician's Office Visit - Primary Care/ Specialist Visit	\$25/\$50	\$30/\$50
Well Baby Care	\$0	\$0
Routine Physicals	\$0	\$0
X-Rays, Lab Work	20% After Deductible	20% After Deductible
Complex Radiology (MRI, MRA, PET, CT & CAT)	20% After Deductible	20% After Deductible
Emergency Room	\$250	\$250
Urgent Care	\$25/\$50	\$30/\$50
Physical, Occupational & Speech Therapy	20% After Deductible	20% After Deductible
Chiropractic Care	\$25	\$25
Outpatient Surgery	20% After Deductible	20% After Deductible
Durable Medical Equipment	20% After Deductible	20% After Deductible
Mental & Nervous / Substance Abuse	\$25	\$30
Out-of-Network Benefits		
Retail Tier 1/Tier 2/Tier 3/4	\$10/\$30/\$50/20%	\$10/\$30/\$50/20%
Mail Order (up to 90 day supply)	\$25/\$75/\$125/N/A	\$25/\$75/\$125/N/A
Mail Order (90 day supply at retail pharmacy)	\$30/\$90/\$150/N/A	\$30/\$90/\$150/ N/A
Per Prescription Maximum	\$200/Tier 4	\$200/ Tier 4
Out-of-Network Benefits		
Benefit Year Deductible (Ind/Family)	\$500/\$1,000	\$1,000/\$2,000
Maximum Out-of-Pocket	\$5,500/\$11,000	\$5,000/\$10,000
Coinsurance	30%	30%

This is a summary of benefits. Please refer to the plan summary provided by each carrier for complete details. In the event of a discrepancy in benefits, the plan summary will determine how your benefits will be applied.

10

Future Options

Add a High Deductible Health Plan with a Health Savings Account (HSA)

- Replacing the KeyCare 25 plan with a **\$2,000 deductible plan and then no coinsurance** would impact the rates by
 - 1.3% with no employer contribution to an HSA
 - 0.1% with employer contributions to an HSA (\$500 contribution for employee only coverage and \$1,000 for tiers with dependent coverage).
- Replacing the KeyCare 25 plan with a **\$1,500 deductible plan and then 20% coinsurance** would impact the rates by
 - 2.2% with no employer contribution to an HSA
 - 1.0% with employer contributions to an HSA (\$500 contribution for employee only coverage and \$1,000 for tiers with dependent coverage).

11

Why Consumerism?

- Bringing more financial accountability to healthcare choices will result in a consumer being more engaged.
- By being more engaged, the consumer is more likely to evaluate treatment options, and the cost and quality of those options, before deciding what healthcare services to use.
- Historically, most users of healthcare only knew how much their copays were — a doctor's visit was \$20 or a prescription was \$10. They had no visibility into the true cost of care, and no financial "skin in the game" to find the best quality care and the best price.
- With the higher deductibles of HSA-compatible health plans, and having their own funds in an HSA, a member in these plans has more incentive to get actively involved in the purchase of their healthcare — hence, healthcare consumerism.

12

Health Savings Accounts (HSA)

Pre-tax money for

- Current medical expenses
- Medical expenses after retirement
- Long-term care expenses

Consumer Benefits

- More Control—Employees are in charge of their major health care decisions, deciding how to invest and when to spend the money.
- Portability—HSA accounts remain in effect even if a person changes jobs, retires or moves to another state.
- Tax-free advantage—Contributions to an HSA account are not taxed; interest earned on money in the HSA is also tax-free, as are any expenditure from an HSA account for qualified health expenses.
- Balance rollover—Unlike a Flexible Savings Accounts, there is no “use it or lose it.”
- Investment choice—The holder of the HSA makes the decisions on what investments will be made to their account.

Employer can contribute to account

13

Dental Renewal

	Enrollment	2015-2016 Dental Premiums			2016-2017 Dental Premiums			Monthly EE \$ Difference
		Total Rate	Employer Cost	Employee Cost	Total Rate	Employer Cost	Employee Cost	
Employee Only	95	\$33.00	\$18.39	\$14.61	\$33.96	\$19.02	\$14.94	\$0.33
Employee + Child	19	\$51.64	\$26.75	\$24.89	\$53.14	\$27.63	\$25.51	\$0.62
Employee + Spouse	83	\$53.28	\$27.60	\$25.68	\$54.84	\$28.52	\$26.32	\$0.64
Employee + Family	112	\$101.40	\$52.53	\$48.87	\$104.34	\$54.26	\$50.08	\$1.21
Monthly Cost	309	\$19,895	\$10,429	\$9,466	\$20,473.66	\$10,776.15	\$9,697.51	
Annual Cost		\$238,742.40	\$125,153.52	\$113,588.88	\$245,683.92	\$129,313.80	\$116,370.12	
\$ Change from Current					\$6,941.52	-\$4,160.28	\$2,781.24	

Delta Dental proposed a 2.9% increase, which translates to an annual increase of approximately \$6,941. This increase is below the dental trend of 5-7%.

14

During the March 1st Budget Work Session, staff advised the Board of Supervisors that the County’s Health Insurance advisors (Wells Fargo Insurance Services) noted the preliminary health insurance renewal for next fiscal year (FY’16-’17) quoted from Anthem was a projected increase of 12.9% and that Wells Fargo had negotiated that downward to an increase of 9.8%. The reasons that could be contributed toward such an increase are as follows: last year’s aggressive bid from Anthem was duly noted (Anthem pushed hard with a decrease last year in an effort to regain the County’s contract); following the switch over from Coventry insurance, Anthem absorbed six months of out of pocket deductibles to bring the County’s insurance in sequence with a plan or fiscal year; Anthem recognizes this year as an immature claims year, whereby Anthem only has a few months of claims data to base their renewal bid; approximately 3% of the increase is currently attributed to the Affordable Care Act fees; and overall market trends.

Recognizing a negotiated 9.8% is still a significant increase, staff requested Wells Fargo to go back to Anthem and investigate any possible medical or prescription drug plan modifications that could possibly lessen the renewal increase. One such option is to modify the prescription drug plan to provide minimal increases in the prescription copayment. The medical insurance plans (25-500 and 30-1000) will remain wholly intact, while drug co-pays would only slightly increase. Such renewal modification has decreased the negotiated 9.8% increase down to 6.3% (an additional 3.5% savings). Kerry Smith from Wells Fargo Insurance Consulting is at today’s meeting to present the final insurance renewal results from the Health and Dental insurance negotiations.

After negotiations and examining various options, staff notes the following for the FY ’16-’17 employee health and insurance and dental insurance renewals are as follows:

- No medical plan changes, whereby POS 25/500 and POS 30/1000 plans are offered again next year
- Slight modification for prescription copayments from \$10/\$30/\$50/20%-\$200 max to \$15/\$40/\$75/20%-\$200 max
- '16-'17 Health & Dental Insurance rates & contributions provided as follows:

Renewal Option – Prescription Drug Change

Rx Copayments Change - from \$10/\$30/\$50/20%-\$200 max to \$15/\$40/\$75/20%-\$200 max on both current plans
(mail order 2.5 times for 90-day supply)

Enrollment as of January 2016	Enr	7/1/2015 - Anthem				7/1/2016 - Anthem ESTIMATED RENEWAL				
		Monthly			% EE Pays of Total Rate	Monthly			EE Per Pay Period \$ Increase	% EE Pays of Total Rate
		EE	ER	Total		EE	ER	Total		
KeyCare 25						ESTIMATED				
Employee Only	40	\$145.27	\$338.96	\$484.23	30.0%	\$155.39	\$362.56	\$517.95	\$10.12	30.0%
Employee + Child	5	\$326.85	\$399.48	\$726.33	45.0%	\$349.61	\$427.30	\$776.91	\$22.76	45.0%
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Employee + Spouse	4	\$468.49	\$572.61	\$1,041.10	45.0%	\$501.11	\$612.49	\$1,113.60	\$32.62	45.0%
Family	3	\$697.29	\$852.25	\$1,549.54	45.0%	\$745.85	\$911.60	\$1,657.45	\$48.56	45.0%
	55									
KeyCare 30						ESTIMATED				
Employee Only	101	\$70.62	\$400.18	\$470.80	15.0%	\$74.99	\$424.95	\$499.94	\$4.37	15.0%
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Employee + Children	36	\$286.72	\$701.96	\$988.68	29.0%	\$304.47	\$745.41	\$1,049.88	\$17.75	29.0%
Employee + Spouse	33	\$293.55	\$718.68	\$1,012.23	29.0%	\$311.72	\$763.16	\$1,074.88	\$18.17	29.0%
Family	52	\$436.91	\$1,069.66	\$1,506.57	29.0%	\$463.95	\$1,135.87	\$1,599.82	\$27.04	29.0%
	251									
Enrollment Total	306									
Monthly Costs		\$68,584	\$181,649	\$250,233		\$72,928	\$193,063	\$265,991		
Annual Costs		\$823,007	\$2,179,784	\$3,002,790		\$875,136	\$2,316,753	\$3,191,890		
Increase over Current					Annually	\$52,130	\$136,969	\$189,099		
						6.3%	6.3%	6.3%		

Dental Renewal

	Enrollment	2015-2016 Dental Premiums			2016-2017 Dental Premiums			Monthly EE \$ Difference
		Total Rate	Employer Cost	Employee Cost	Total Rate	Employer Cost	Employee Cost	
Employee Only	95	\$33.00	\$18.39	\$14.61	\$33.96	\$19.02	\$14.94	\$0.33
Employee + Child	19	\$51.64	\$26.75	\$24.89	\$53.14	\$27.63	\$25.51	\$0.62
Employee + Spouse	83	\$53.28	\$27.60	\$25.68	\$54.84	\$28.52	\$26.32	\$0.64
Employee + Family	112	\$101.40	\$52.53	\$48.87	\$104.34	\$54.26	\$50.08	\$1.21
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Annual Cost		\$238,742.40	\$125,153.52	\$113,588.88	\$245,683.92	\$129,313.80	\$116,370.12	
\$ Change from Current					\$6,941.52	-\$4,160.28	\$2,781.24	

**Funds for the renewal are budgeted for the '16-'17 fiscal year, whereby insurance savings from the current year contract are sufficient to cover the Employer - County share of the increase.*

RECOMMENDATION: Staff respectfully requests the Board of Supervisors approve the FY '16-'17 employee health and dental insurance renewals as presented.

(RESOLUTION #08-03-2016)

BE IT THEREFORE RESOLVED, by the Board of Supervisors to adopt the aforementioned 2016 Health & Dental Plans as submitted and reviewed.

MOTION BY: Bob Camicia

SECONDED BY: Tim Tatum

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Mitchell, Thompson, Wagner, Cundiff, Camicia, Tatum & Brubaker

SCHOOL/COUNTY CTE BUILDING MEETING

Cline Brubaker, Chairman, & Bob Camicia, briefed with the Board a joint meeting held with the School Board representatives serving on the Career Technical Education Center Committee. Chairman Brubaker shared a comment made by the VWCC College President that Franklin County students were the **BEST** and they took every one of the Franklin County students that

came their way. Beth Doughty stated Franklin County is doing well and we can still improve and the CTE will be an investment. Both Messrs. Brubaker & Camicia stated it was a good meeting between the two Boards.

SMITH MOUNTAIN LAKE 50TH ANNIVERSARY/FULL POND DAY

Bob Camicia, Gills Creek District, shared with the Board the 50th Anniversary Full Pond Day and was very pleased with the dedication of markers and unveiled to the Board a replica marker marking 50th Anniversary/Full Pond Day. In closing, Mr. Camicia, shared with the Board a brochure detailing events planned for the SML 50th Anniversary throughout 2016.

FERRUM COLLEGE 5TH ANNUAL CRITICAL THINKING SEMINAR

Bob Camicia, advised the Board he and Tim Tatum attended Ferrum College's 5th Annual Critical Thinking Seminar in Roanoke, by invitation from Dr. Jennifer Braaten, Ferrum College President. Very interesting speakers and information was shared with the group.

(RESOLUTION #09-03-2016)

BE IT THEREFORE RESOLVED, by the Board of Supervisors refund to Willard Construction a check for **\$91.00** from the Building Inspection's Office, recently paid for (*\$25.00/Land Use Fee, \$60.00/Sign Fee & \$6.00 Plan Review Fee*) in celebrating the 50th Anniversary of Smith Mountain Lake; **Permit Number 52198.**

MOTION BY: Bob Camicia

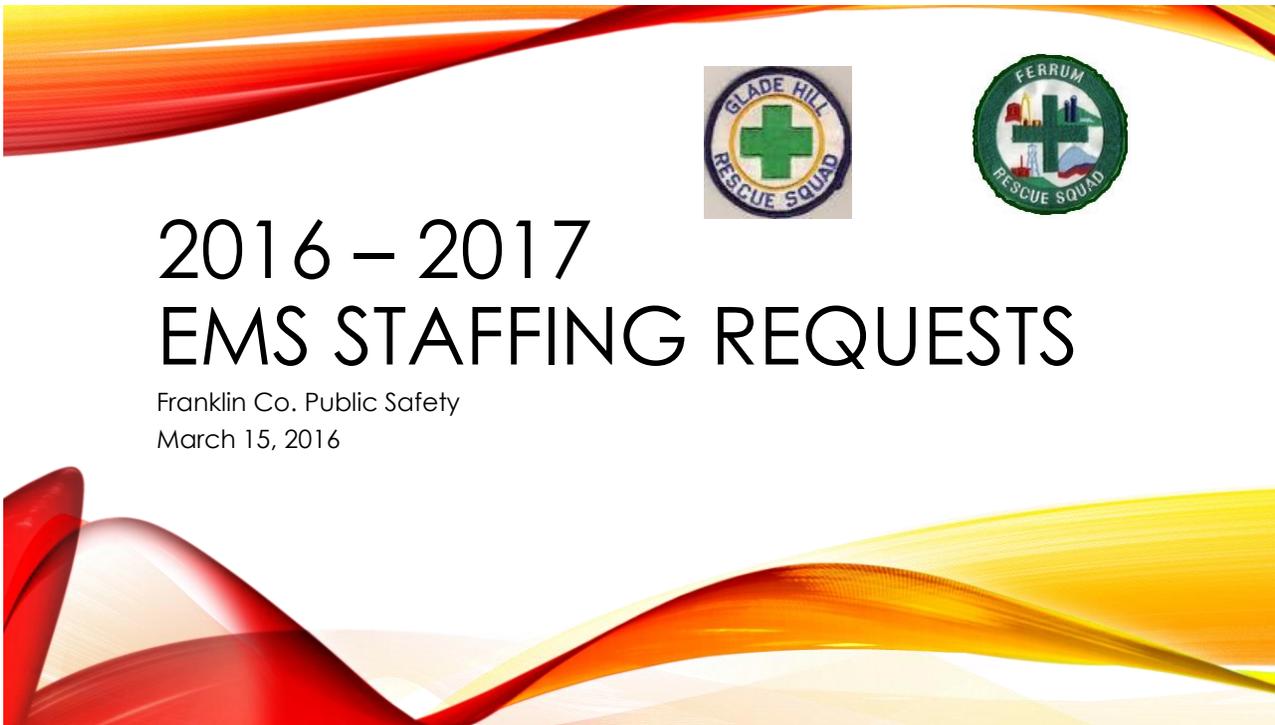
SECONDED BY: Ronnie Thompson

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Mitchell, Thompson, Wagner, Cundiff, Camicia, Tatum & Brubaker

WORK SESSION/FY' 2016-2017 BUDGET UPDATE

Daryl Hatcher, Director of Public Safety, Presented the following PowerPoint presentation for the Board's review and consideration:

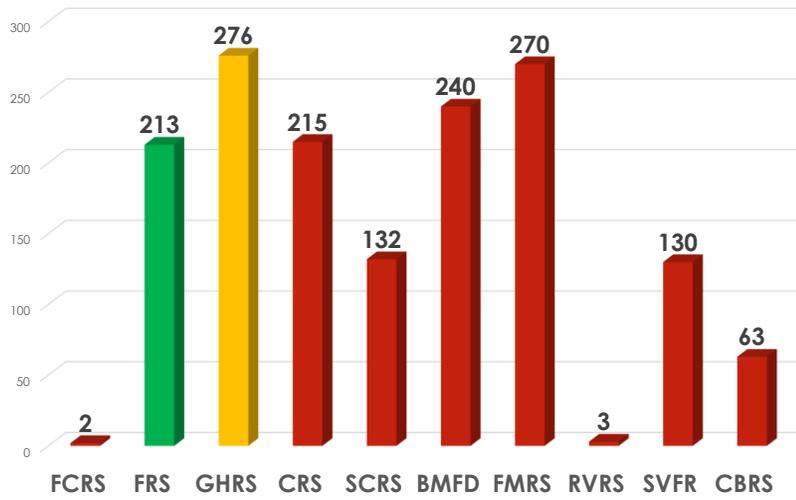


FRANKLIN CO. FIRE/EMS RESPONSE GOALS

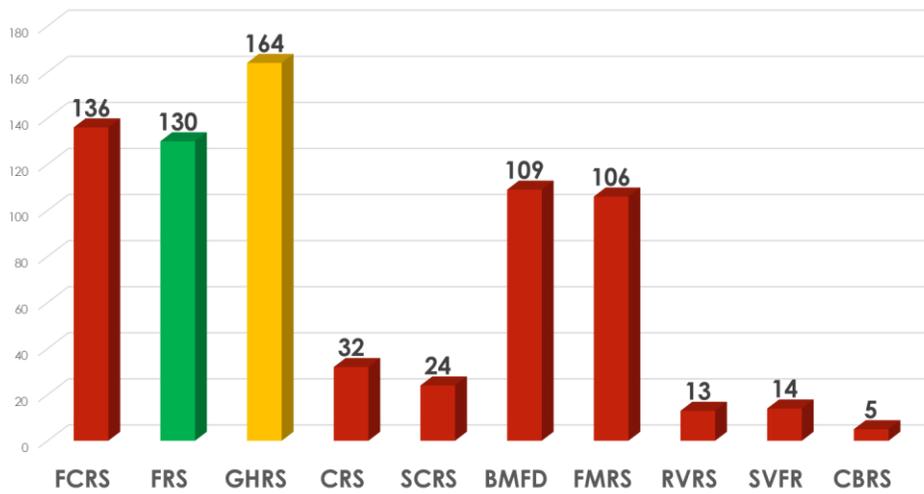
(2009 STRATEGIC PLAN)

- **Fire and EMS service delivery goals:**
 - *Within 8 minutes 90% of the time in village centers.*
 - *10 minutes 85% of the time outside village centers.*
 - *Advanced Life Support to respond on 90% of EMS calls when needed.*

Shifts Missed (12 Months) by Agency



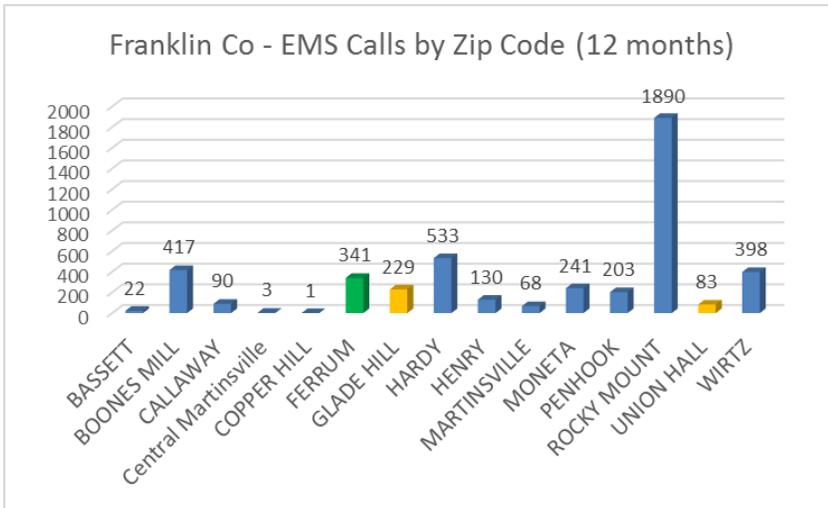
EMS Calls Missed by 1st due (12 Months)



VOLUNTEER DECLINE IS A PROBLEM BEING FACED THROUGHOUT VIRGINIA

- **Pittsylvania Co. Fire and EMS see decline in volunteers.** News & Advance 2/21/2011
- **Va. rescue squad disbands,** (Roanoke Times, 1/27/2011) Reported closing of Mt. Pleasant First Aid Crew.
- **Virginia Volunteer Rescue Workers a Dying Breed,** (Roanoke Times, 8/9/2006) Reporting on difficulties experienced by Bedford & Franklin Counties due to declining volunteer numbers.
- **County Board of Supervisors considering paid emergency workers,** (The Rockbridge Report, 4/3/2014) Report on Rockbridge Co. considering addition of career staff.
- **County mulls EMS deal,** (The Northern Virginia Daily, 9/21/15), Report outlining a plan being considered by Shenandoah Co to take over EMS calls from New Market Fire & EMS
- **Local fire and rescue agencies searching for more volunteers,** (Lynchburg News & Advance, 7/9/2014) Report on declining number of Volunteers in Nelson Co Fire and EMS agencies.
- **Decline in volunteer firefighting felt in rural Hanover,** (Richmond Times Dispatch, 1/3/2016) Report on closing of Rockville Vol. FD due to lack of volunteers.
- **Review of Emergency Medical Services in Virginia,** House Document No. 37 (2004), Nov. 2004, Joint Legislative and Review Committee (JLARC)

Impact summary



Ferrum: 341 Calls (7.3% of total calls)

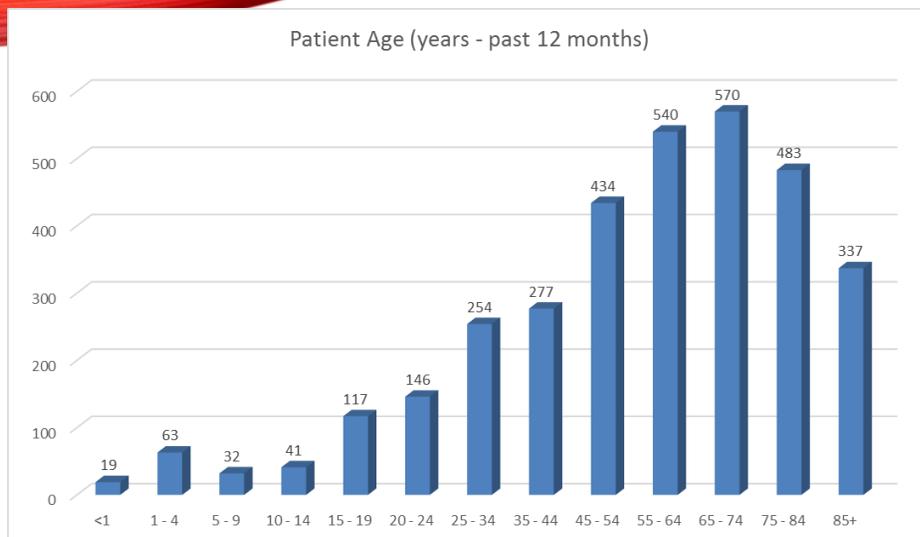
Glade Hill: 312 Calls (6.7% of total calls)

When the primary EMS agency not available the call is dispatched to the nearest available Mutual Aid EMS agency.

Mutual Aid responses mean a longer response time.

Mutual Aid response pulls resources from busier areas. This frequently requires other EMS agencies to cover calls for agency delivering Mutual Aid. (Domino Effect)

Impact Summary



Countywide EMS call data.

Data shows patient ages for past 12 months.

71% of patients >45 years old.

TWO FRANKLIN CO AGENCIES ARE ASKING FOR PAID STAFF ASSISTANCE.

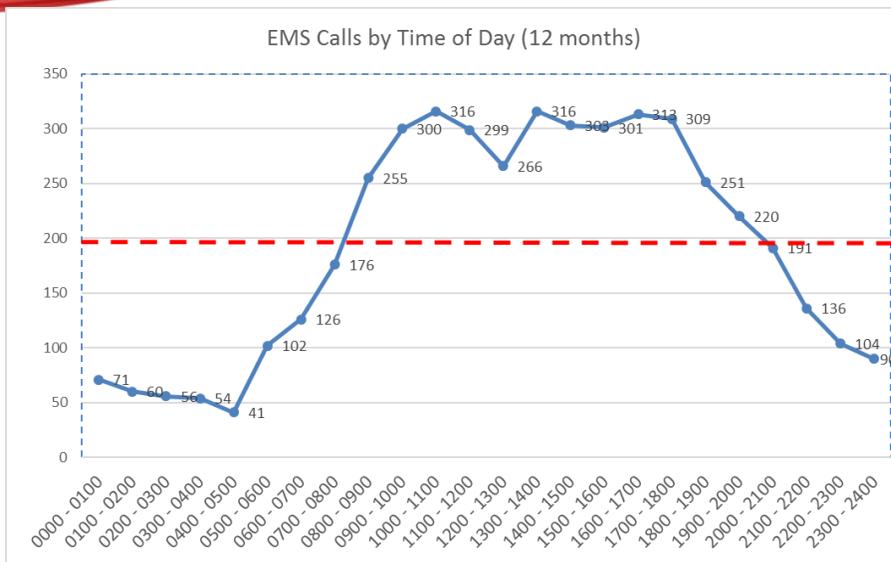
Glade Hill Rescue Squad

- Paid staff already based in Glade Hill.
 - 5:30am – 6:00pm Mon – Fri.
 - 10:00am – 10:00pm Sat – Sun.
- Agency has been attempting to regenerate since 2008 but has not seen sustained growth in volunteer numbers.
- Currently has less than 5 members available and covers average of 1 night per week.
- Agency has asked for expansion of career staff level to provide to 24/7 career staffing.

Ferrum Rescue Squad

- Agency began experiencing decline in Volunteers in 2012.
- Agency leadership resigned in April 2015.
- Career staff placed in station at their request in Sept. 2015.
 - 12:00 noon – 12:00 Midnight Sat - Sun
- Currently has 2 trained EMS providers and 8 untrained staff primarily Ferrum College Students.
- Covers 3 nights/week. Expected to diminish in May when students leave for summer break.
- Agency has requested expansion in career staffing to 6:00am -6:00pm Mon – Fri.

Impact Summary



Shows when the majority of EMS calls are received.

Countywide Peak call times between 8am – 9pm

Average: 194 (Denoted by red dash line)

CURRENT CAREER STAFF EXPENSE BY STATION

Glade Hill Rescue

- \$159,066.55 (3 FTE's)
- \$10,333 (1 PTE shift/week)
- \$41,333.76 (2 PT shifts/Sat-Sun)
- Total: \$210,733.55

Ferrum Rescue

- \$41,333.76 (2 PT shifts/Sat-Sun)

COSTS TO EXPAND SERVICES

Glade Hill Rescue

- Current Budget: \$210,733.55
- Costs to implement changes:
 - 12 hour shift model cost (24/7):
 - \$409,523.76
 - Difference (Cost-Current Budget)
 - \$198,790.21
 - 24 hour shift model cost:
 - **\$305,468.24**
 - Difference (Cost – Current Budget)
 - **\$94,734.69**

Ferrum Rescue Squad

- Current Budget: \$41,333.76
- Costs to implement changes:
 - 12.5-hr shift model
 - (12-hrs/5 days/+ 2 PT shifts Sat-Sun)
 - **\$210,733.55**
 - 12 hour shift model (24/7)
 - \$409,523.76
 - Difference: \$368,190.00
 - 24 hours shift model (24/7)
 - \$305,468.24
 - Difference: **\$264,134.48**

COSTS TO EXPAND SERVICES

- **Total Costs for both 24-hr coverage at Glade Hill RS**
- + 12-hr coverage + 2 Weekend shifts at Ferrum RS: \$305,468.24**
- **Total Costs for 24-hr coverage for both: \$358,869.17**
- **Difference between both options: \$53,400.93**

FY16-17 FUNDING CONSIDERATIONS

- Ferrum PT Funding \$41,333: Current year funded from “carryover” funds
- Additional requests-Ferrum and Gladehill: Staffing
- Radio System-Increased operating costs \$90,000
- Fire/Rescue Apparatus replacement
 - Funding available \$500,000
- Animal Shelter – Funding included in CIP
- Strategic System Evaluation
 - Combined Volunteer-Paid system
 - Task Force



Questions/Comments

General discussion ensued.

PRESENTATION OF FY' 2016-2017 SCHOOL BUDGET

G. B. Washburn, Chairman, School Board thanked the Board for their past support for the School Budget. Mr. Washburn, stated a minimum of 1 step & 2% increase is in the proposed budget. Also, Mr. Washburn, again thanked the Board for their attention and Dr. Mark Church, Division Superintendent of School presented the following FY'2016-2017 School Budget PowerPoint presentation:

Franklin County Public Schools

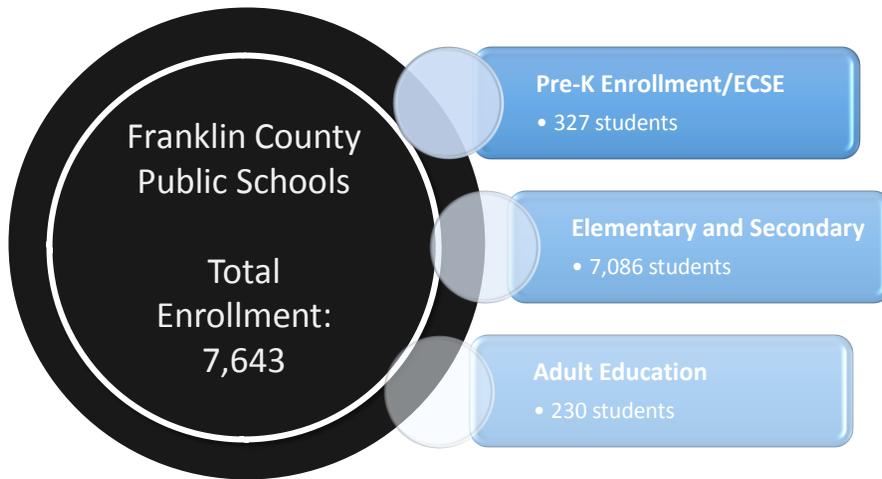
2016-17
Proposed School Budget



March 15, 2016, 7:00 p.m.
Board of Supervisors Meeting Room



Enrollment



2

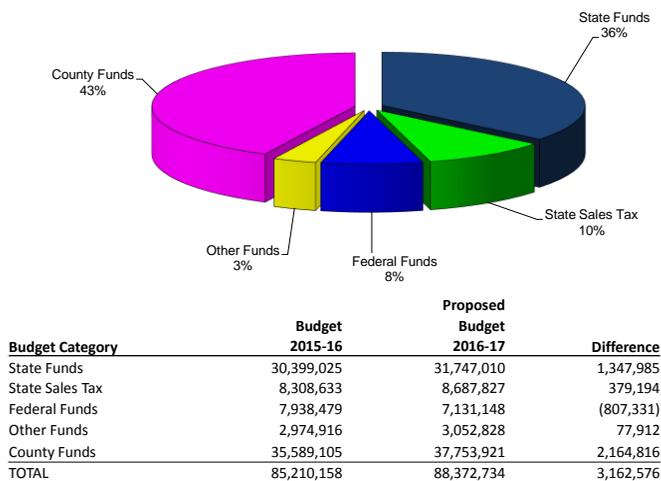
Status of Schools

- All Franklin County Public Schools are fully accredited
- Snow Creek Elementary has been named a 2015 National Blue Ribbon School
- Callaway Elementary, Glade Hill Elementary and Snow Creek Elementary have been named 2015-16 Title 1 Distinguished Schools
- #24 top Virginia school division as recognized by schooldigger.com
- \$4.4 million in scholarships awarded to FCHS Seniors in 2014-15



3

Projected Revenues



4

State Revenue Projections for 2016-17

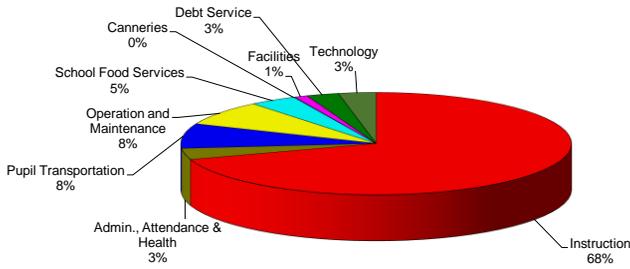
Estimated State Revenues for 2016-17 are \$31,747,010

Increase of \$1,347,985 from 2016-17



5

Estimated Expenditures



Budget Category	Budget 2015-16	Proposed Budget 2016-17	Difference
Instruction	59,051,940	61,797,330	2,745,390
Admin., Attendance & Health	2,743,685	3,127,220	383,535
Pupil Transportation	5,815,041	6,907,126	1,092,085
Operation and Maintenance	6,977,039	6,944,695	(32,344)
School Food Services	3,959,547	3,455,136	(504,411)
Canneries	53,857	53,841	(16)
Facilities	1,585,000	975,062	(609,938)
Debt Service	2,402,459	2,355,951	(46,508)
Technology	2,621,590	2,756,373	134,783
TOTAL	85,210,158	88,372,734	3,162,576

6

Change in Composite Index

- Composite Index of Local Ability-to-Pay for FCPS changed from 0.4138 for 2014-16 to 0.3948 for 2016-18
- This results in a decrease in the local ability-to-pay for FCPS of 190 basis points which translates to a State revenue increase of \$151 more per student than what the current composite index would provide in 2016-18
- Net result is that FCPS will experience a State standards of quality revenue increase of \$1,029,820 each year for 2016-17 and 2017-18 based on 6,820 average daily membership.



7

Issues that are Driven by State Mandates

- 1.15% Pay Increase (Employee Pays Additional 1.00% Retirement) \$ 497,583
- Minimum 2% Increase or Step \$1,291,223

8

Issues that are Driven by School Metrics & Initiatives Directed to Reverse Trends

- Graduation Rate/Dropout – alternative school, expanded career and technical offerings/choices, SAS, Pre-K – ECSE Program
- Drop Out Rate Special Ed – revamp SPED Coordinator and added Assistant Director position
- Need for Autism Support – VCU ACE / Nest Model
- Social/Emotional Support



9

Issues that are Driven by Economics

- Salary Increase (Cost-of-Living – Adjustment or Step)
- Healthcare Premiums Increase
- School Bus Replacements
- Revised Pay Scales for LPN's and Paraprofessionals (T/A's)
- Staff Retention/Competitiveness



10

Prioritized Order of School Budget Funding Issues

1. VRS Phase-in of Employee Paid Retirement - **\$497,583**
2. Minimum 2% Salary Increase with Step - **\$1,291,223**
3. Potential Health Insurance Increase - **\$225,000**
4. Food Service Point-of-Sale System - **\$32,000**
5. Health Insurance Consultant Review for Self Funded Option - **\$90,000**
6. Personnel
 - Additional Social Studies and Science Teachers at BFMS - **\$270,000**
 - Additional Social Worker - **\$67,500**
 - Additional Pay Increase for Teacher Assistants and LPNs - **\$221,267**
 - Staffing Autism Spectrum Disorder "Nest" - **\$165,711**
 - Additional Art and Music Teachers - **\$135,000**
 - Additional Elementary PE Teachers - **\$135,000**
 - Shift Instructional Coach Position from Title II to Local Funds - **\$67,000**
 - One Routing Coordinator for Transportation/SPED Plus Medicaid Billing **\$40,500**
 - Family Liaison Positions Funded through Title I Plus a Coordinator for Mental Health Services - **\$0**
 - Contracted Substitute Bus Drivers - **\$81,000**
 - Full-time Substitute Custodians - **\$33,750**
 - Back-up for Traffic Control - **\$2,280**
7. IP Telephone Upgrade - **\$90,000**
8. New Work Order System for Maintenance - **\$6,000**
9. Bus Replacements (12 school buses) - **\$1,080,000**
10. Increase Budget Allocation for Additional Pest Control - **\$24,000**

11

Free & Reduced Lunch Percentages

School	Grade Span of School	2009-10 Total	2010-11 Total	2011-12 Total	2012-13 Total	2013-14 Total	2014-15 Total	2015-16 Total
Boones Mill	Pre-K, K-5	30.3	30.5	29.8	33.5	32.5	40.1	42.6
Burnt Chimney	Pre-K, K-5	40.9	41.3	46.9	44.9	43.8	47.2	44.0
Callaway	Pre-K, K-5	57.2	53.8	55.7	60.3	59.0	58.3	59.6
Dudley	Pre-K, K-5	37.8	46.2	42.7	47.5	45.7	46.4	44.0
Ferrum (CEP)	Pre-K, K-5	53.4	59.4	59.2	61.5	62.2	61.4	61.4
Glade Hill	Pre-K, K-5	60.9	61.8	64.1	61.2	58.6	59.9	63.2
Henry	Pre-K, K-5	61.0	57.2	61.5	60.0	60.5	55.3	58.4
Lee M. Waid	Pre-K, K-5	60.6	65.9	64.3	65.0	62.9	62.3	61.7
Rocky Mount (CEP)	Pre-K, K-5	69.4	67.2	70.5	70.9	71.7	71.7	71.7
Snow Creek	Pre-K, K-5	68.7	68.2	68.8	72.3	67.0	63.0	56.6
Sontag (CEP)	Pre-K, K-5	71.9	74.0	73.0	74.4	73.9	73.9	73.9
Windy Gap	Pre-K, K-5	41.6	37.9	42.5	40.7	43.0	40.5	39.3
BFMS- East	6	50.5	49.1	50.4	52.1	51.3	52.6	50.1
BFMS- West	7 th - 8 th	45.9	47.1	47.1	49.9	48.5	49.5	48.3
Gereau Center	8 th	53.1	47.3	46.1	46.9	48.4	48.2	45.7
FCHS	9 th - 12 th	41.3	42.7	42.0	42.4	41.3	42.1	39.3
Total		48.9	49.9	50.2	51.3	50.6	54.5	46.4



Note: Ferrum, Rocky Mount and Sontag Elementary students receive free breakfast and lunch through the Community Eligibility Program

12

FCPS Annual Salary Adjustment

2009-10

- No Salary Increase
- No Cost-of-Living Increase
- No Step Increases
- Health Insurance Increase--\$400 per year

2010-2011

- No Salary Increase
- No Cost-of-Living Increase
- No Step Increases
- Health Insurance Increase--\$0 per year

2011-12

- No Salary Increase
- Cost-of-Living Payment--\$200 Part-time, \$400 Full-time
- No Step Increases
- Health Insurance Increase --\$400 per year

2012-13

- 1.15% Salary Increase
- No Step Increases
- Health Insurance Increase

2013-14

- 1.5% Salary Increase to Cover 1.0% in Employee Paid VRS Contributions
- 2.50% Salary Increase and Move-Up-One-Step
- Health Insurance Increase

2014-15

- 1.15% Salary Increase to Cover 1.0% in Employee Paid VRS Contributions
- No Cost-of-Living Step Increases
- Cost-of-Living Payment - \$500 part-time; \$1,000 full-time

Note: Even with some assistance with health insurance costs, employees with the family plan still lost ground from 2009-10 to 2011-12.

2015-16

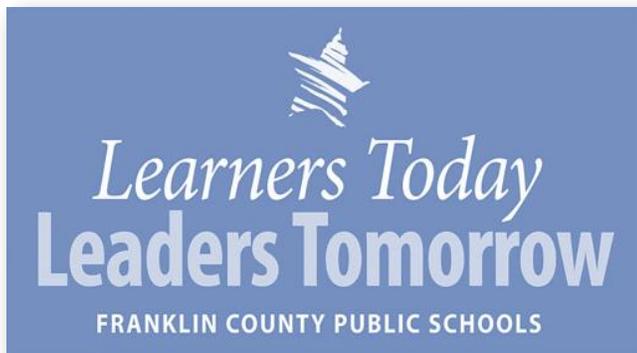
- 1.70% Salary Increase or Step
- 1.15% Salary Increase to Cover Employee Paid VRS Contributions
- Health Insurance Increase of 14.8%

13



When the music changes so must the dance.

14



Thank you for being with us tonight!

15

Lisa Cooper, Senior Planner, shared with the Board the following PowerPoint for the vacation of a portion of a public right of way to be vacated as follows:

PUBLIC NOTICE

The Franklin County Board of Supervisors hereby gives notice of a public hearing to receive comments regarding the vacation of a portion of a public right of way "Service Road" platted in Highland Shores Subdivision. The proposed portion of the public right of way to be vacated is located in the Union Hall District of Franklin County, and further identified by Franklin County Real Estate records as Tax Map/Parcel Numbers located between tax parcels 51.1-42, 51.1-44, and a portion of 51.10.1. The length of public right of way to be vacated is 595 feet with a total land area of 0.765 acres. The public hearing will be held on **Tuesday, March 15, 2016 at 6:00 pm** in the Franklin County Board of Supervisors Meeting Room located in the Franklin County Government Center, 1255 Franklin Street, Suite 104, Rocky Mount, VA 24151. For additional information regarding this request, please contact Lisa Cooper, Principal Planner at 540-483-6642 or lisa.cooper@franklincountyva.gov.

Lisa Cooper, Senior Planner, advised the Board on February 17, 2016 the Board of Supervisors authorized a public hearing to consider vacating a portion of a public right of way "service road" in the Highland Shores Subdivision. The proposed portion of the right of way is located between Jack Prayto and Linda Prayto's property, identified as tax map numbers 51.1-42 and 51-10.1 and James Smith, II and Ronnie Smith's property, identified as tax map number 51.1-44. The length of the public right of way to be vacated is 595 feet with a total of land area of 0.765 acres.

The public hearing has been advertised in accordance with the Code of Virginia, Section 15.2-2204. In addition, thirty-three (33) property owners of Highland Shores Subdivision and surrounding properties have been notified by mail of the public hearing.

Staff research shows Highland Shores Subdivision (Plat Book 5, Page 104; see attached) was platted in 1973 containing two fifty foot (50') right of ways (Viking Court and Highland Lake Road) and a fifty foot (50') public right of way identified as "service road". Highland Lake Road and Viking Court are currently part of VDOT's secondary road system. All properties adjoining the public right of way "service road" do not access their properties via the paper "service road", but rather such property owners access their properties by Highland Lake Road. The public right of way, "service road" is not improved and still remains undisturbed land.

The Prayto's desire for the vacation of the portion of this right of way is for the construction of a new single family dwelling. The lot at this time is considered a corner lot with frontage on Highland Lake Road and a platted public right of way. If the public right of way is vacated, the lot is no longer considered a corner lot, but an interior lot. Therefore, the Praytos would be dealing with a side yard setback instead of a front yard setback and eliminate the need to construct expensive retaining walls due to the topography of the property. In addition, the vacation would excuse the Praytos from requesting a front yard setback variance from the Board of Zoning Appeals. Please see attached the letters from Jack Prayto/Linda Prayto and James Smith and Ronnie Smith. In addition, find attached the draft plat by Cornerstone Land Surveying, Inc., dated January 12, 2016, illustrating the portion of the public right of way "service road" to be vacated.

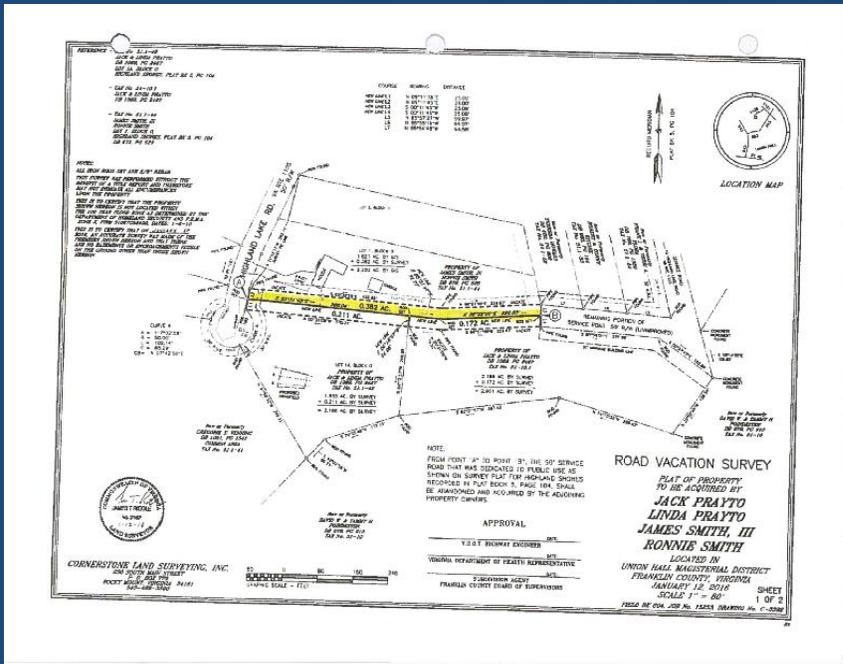
RECOMMENDATION:

Following no significant issues from the public hearing, staff respectfully requests the Board of Supervisors by ordinance to consider vacating the portion of the right of way "service road" as shown on the proposed plat drafted by Cornerstone Land Surveying, Inc., dated January 12, 2016. By vacating this portion of the right of way, the Board of Supervisors would be conveying twenty-five feet (25') of land to the Praytos (identified as tax map numbers 51.1-42 and 51-10.1) and twenty-five feet (25') of land to the Smiths (identified as tax map number 51.1-44). Staff further requests the Board of Supervisors to authorize the County Administrator to sign documentation pertaining to the vacation of this portion of the right of way. The Praytos are responsible for all fees and cost related to any documentation associated with the vacation of the portion of the right of way.

Franklin County
Board of Supervisors



March 15, 2016



Recommendation:

Staff respectfully requests the Board of Supervisors by ordinance to consider vacating the portion of the right of way "service road" as shown on the proposed plat drafted by Cornerstone Land Surveying, Inc., dated January 12, 2016. By vacating this portion of the right of way, the Board of Supervisors would be conveying twenty-five feet (25') of land to the Praytos (identified as tax map numbers 51.1-42 and 51-10.1) and twenty-five feet (25') of land to the Smiths (identified as tax map number 51.1-44). Staff further requests the Board of Supervisors to authorize the County Administrator to sign documentation pertaining to the vacation of the portion of the right of way.

Public Hearing was opened.

Linda Prayto requested the Board's approval on the vacation of a portion of a public right of way platted in Highland Shores Subdivision.

Public Hearing was closed.

Chairman Brubaker called the meeting to order.

(RESOLUTION #09-03-2016)

BE IT THEREFORE RESOLVED, by the Board of Supervisors to approve the vacation of a portion of a public right of way "Service Road" platted in Highland Shores Subdivision, as advertised and to authorize the County Administrator to execute the necessary vacation of unimproved public right-of-way.

MOTION BY: Tommy Cundiff

SECONDED BY: Bob Camicia

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Mitchell, Thompson, Wagner, Cundiff, Camicia, Tatum & Brubaker

CHAPTER 3: DANCE HALL ORDINANCE AMENDMENTS

Ronnie Thompson, Boone District Supervisor, stated he felt since the Dance Hall Ordinance has not been updated since 1977, he would like for staff to bring back proposed revisions to Chapter 3: Dance Hall Ordinance and schedule a public hearing for possible updates.

The Board concurred.

PRIMARY'S HELD DURING SCHOOL HOURS

Ronnie Thompson, Boone District Supervisor, shared with the Board concerns he had expressed to him regarding holding primaries during school business hours. Mr. Thompson stated parents of children and citizens voting expressed safety concerns with the primary voting at some of the elementary schools. Mr. Robertson will set up a meeting with Dr. Mark Church to discuss possible alternative measurers.

FY'2016-2017 BUDGET WORKSESSION

Brent Robertson, County Administrator, presented the following budget work session:

Franklin County
 Budget Worksession
 FY16-17 Compensation
 March 15, 2016



Inflationary Measurements

January 1	Social Security Cost of Living Adjustments	Consumer Price Index
2009	5.8%	210.228
2010	0.0%	
2011	0.0%	
2012	3.6%	
2013	1.7%	
2014	1.5%	
2015	1.7%	
2016	0.0%	238.107
Total	14.3%	Difference of 27.879 and 13.26%

Staff Compensation Increases since 2008

FY07-08: Second Year of Market Study Implemented over two years

July 1, 2013: 3%

July 1, 2015: 2%

****One-Time Cost of Living Payments:**
 August 2011 \$400
 November 2012 \$680
 October 2014 \$1,000

Per Capita Personal Income Franklin County

Year	Amount
2003	\$25,732
2007	\$30,619
2010	\$30,244
2011	\$32,193
2012	\$33,314
2013	\$33,356
2014	\$34,586

Source: U.S. Dept of Commerce, Bureau of Economic Analysis

Survey Parameters

- Market survey conducted by Springsted based on demographics, comparable levels of services provided and geographic proximity to Franklin County
- Mid-point of the grade range is viewed as market for that particular position

Localities Responding

- Town of Rocky Mount
- Martinsville
- Roanoke City and County
- Amherst County
- Bedford County Public Service Authority
- Bedford County
- Botetourt County
- Montgomery County
- Virginia State Police
- Western Virginia Water Authority

Localities Not Responding

- Franklin County Public Schools
- Town of Vinton
- Lynchburg
- Salem
- Augusta County
- Henry County
- Campbell County
- Virginia Department of Game and Inland Fisheries

Results/Major Findings

Competitiveness

- Pay Plan is Approximately 4% below market
 - 3.5% below the minimum starting pay
 - 4% below for mid-point
 - 4% below the maximum

Compression

- Identified primarily in Public Safety, Sheriff and DSS where there are multiple employees within entry positions. (Deputy, Paramedic, Eligibility/Social Workers)

What is Salary Compression and How Does it Affect Franklin County?

What is it?

- Job-market pay outpaces an organization's salary growth
- New employees often make a similar salary as experienced employees in compressed positions

Why Does it Matter?

- Experienced employees quit to make more money elsewhere
- Fewer job seekers with lower skills typically apply
 - Applicants often take compressed positions to gain experience, then leave
- Increases recruitment and training expenses
- Loss of institutional memory
- Lower employee morale

Implementation Options

To Address Market Competitiveness:

Option 1

- Reviewed all our pay ranges compared to those who responded to the survey

Results:

- Adjusted all pay ranges 5%
- Recommends moving employees to the minimum of the market.
- Cost is \$152,097

Implementation Options Continued

Option 2

- Adds 2% for everyone else not impacted by option 1.
- Costs an additional \$148,914 for a total of \$301,011.

Option 2A

- Moves all employees to 80% of the mid point of the new pay scale.

Implementation Options Continued

Option 3 and 4: Springsted's recommendation for addressing compression (**Not Recommended**)

- Option 3 adds a ½ % for every year of service
- Additional cost of \$408,000
- Option 4 adds a ½ % for every year of service but caps the years of service at 10
- Additional cost of \$200,000

Wrap-Up

- Compensation: COLA and Market Survey
- Address Pay Ranges and Competitiveness
 - 2% Cost of Living Adjustment
 - Move to 80% of mid point of new pay range
 - Compression

 - Constitutional Officers and employees?
 - Other State Supported Local Office Employees?

Next Steps

- March 22: Budget Work Session
 - Departmental Recommendations
 - New Positions
 - Vehicles and Apparatus
 - Other Requests
 - School Board Budget (if needed)

- March 29: School Board Work Session
(If needed)

Next Steps (cont.)

- April 4: County Administrator's Proposed FY16-17 Budget
 - Work Session on outstanding items (if needed)

- April 19: Regular BOS Meeting
 - Public Hearing on Proposed FY16-17 Budget

- April 26: Adoption of FY16-17 Budget and Capital Improvements Plan

Mr. Brent Robertson, County Administrator, asked the Board's direction on addressing the Constitutional Officers compression within the Sheriff's Department.

General discussion ensued.

Sheriff Bill Overton, urged to Board to study hard and to address the Sheriff's Department compression issue and what devastation it could cause within his department if something is not done with the current situation

CLOSED MEETING

(RESOLUTION #10-03-2016)

BE IT THEREFORE RESOLVED, by the Board of Supervisors to go into a closed meeting in accordance with 2.2-3711, a-3, Discussion of the Acquisition or disposition of public property, a-5, Discussion of a prospective new business or industry or expansion ore retention of an existing one, & a-7, Consult with Legal Counsel, of the Code of Virginia, as amended.

MOTION BY: Tim Tatum

SECONDED BY: Bob Camicia

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Mitchell, Thompson, Wagner, Cundiff, Camicia, Tatum & Brubaker

MOTION: Ronnie Thompson

RESOLUTION: #11-03-2016

SECOND: Tim Tatum

MEETING DATE March 15, 2016

WHEREAS, the Franklin County Board of Supervisors has convened an closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of The Virginia Freedom of Information Act: and

WHEREAS, Section 2.2-3712(d) of the Code of Virginia requires a certification by this Franklin County Board of Supervisors that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED, that the Franklin County Board of Supervisors hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the Franklin County Board of Supervisors.

VOTE:

AYES: Mitchell, Thompson, Wagner, Cundiff, Camicia, Tatum & Brubaker

NAYS: NONE

ABSENT DURING VOTE: NONE

ABSENT DURING MEETING: NONE

(RESOLUTION #12-03-2016)

BE IT THEREFORE RESOLVED, by the Board of Supervisors to agree that McAirLaid's has fulfilled all of its requirements related to job creation in the most recent performance agreement with the County. The Board agreed to extend the period for McAirLaid's to meet its investment / tax generation goal from December 31, 2016 to December 31, 2017.

+ MOTION BY: Leland Mitchell

SECONDED BY: Tim Tatum

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Mitchell, Thompson, Wagner, Cundiff, Camicia, Tatum & Brubaker

(RESOLUTION #13-03-2016)

BE IT THEREFORE RESOLVED, by the Board of Supervisors to into a closed meeting in accordance with 2.2-3711, a-1, Personnel of the Code of Virginia, as amended.

MOTION BY: Tim Tatum

SECONDED BY: Bob Camicia

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Mitchell, Thompson, Wagner, Cundiff, Camicia, Tatum & Brubaker

MOTION: Ronnie Thompson

RESOLUTION: #14-03-2016

SECOND: Tim Tatum

MEETING DATE March 15, 2016

WHEREAS, the Franklin County Board of Supervisors has convened an closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of The Virginia Freedom of Information Act: and

WHEREAS, Section 2.2-3712(d) of the Code of Virginia requires a certification by this Franklin County Board of Supervisors that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED, that the Franklin County Board of Supervisors hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully

exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the Franklin County Board of Supervisors.

VOTE:

AYES: Mitchell, Thompson, Wagner, Cundiff, Camicia, Tatum & Brubaker

NAYS: NONE

ABSENT DURING VOTE: NONE

ABSENT DURING MEETING: NONE

APPOINTMENTS:

COMMITTEE	NAME	ADDRESS	AREA	YEAR	TERM EXPIRES
AG BOARD See Attachment A	Daniel Austin	5688 Old Forge Road Rocky Mount, VA 24151	Crops	OPEN	12/15/2015
AG BOARD See Attachment A	Lynn Satalino	220 Mallard Point Road Wirtz, Va 24184	Equine	OPEN	12/15/2015
WEST PIEDMONT PLANNING COMMISSION BOARD See Attachment B	Bobby Thompson	Post Office Box 40 Ferrum, VA 24088	BOS Rep	1-Year	12/31/2015
PLANNING COMMISSION See Attachment C	James M. Colby	80 Coveport Place Moneta, VA 24121	Gills Creek	4-Year	3/30/2016
TLAC See Attachment D	Brent Robertson	1255 Franklin Street Rocky Mount, VA 24151	Co. Adm.	1 Year	1/31/2017
SOUTHERN AREA AGENCY ON AGING See Attachment E	Dr. Susan Beatty	842 Park Place Moneta, Virginia 24121		3 - Year	5/31/2019
LIBRARY See Attachment F	Nora Bowman	266 Sunflower Lane Callaway, Virginia 24067	Blackwat er	4 - Year	6/30/2018
LIBRARY See Attachment F	Rebecca Mushko	8 Listening Hill Road Penhook, VA 24137	Union Hall	4 - Year	6/30/2017 Unexpired Term

Chairman Brubaker adjourned the meeting.

CLINE BRUBAKER
CHAIRMAN

SHARON K. TUDOR, MMC
COUNTY CLERK